



Administration

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General Information

The Shidler College of Business (Shidler College) prepares students for business leadership in Hawai'i and the Pacific basin. Students receive a solid foundation, both theoretical and practical, in the structures, functions, and objectives of business enterprise. Shidler College provides one of the two degrees in business (BBA) and the only MBA in the state of Hawai'i that are accredited by AACSB-International.* The primary emphases of Shidler College are international business, information technology, and entrepreneurship.

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Shidler College offers both undergraduate and graduate degrees, including the Bachelor of Business Administration (BBA), Master of Business Administration (MBA), Master of Accounting (MAcc), Executive MBA (EMBA), Distance Learning Executive MBA, Distance Learning Executive MBA in Health Care Management, Vietnam Executive MBA (Ho Chi Minh and Hanoi), Master of Human Resource Management (MHRM), and PhD in Business Administration. Several professional development programs are also offered through Shidler College's Executive Education Center.

Mission

The Shidler College of Business is a multicultural academic community achieving international excellence in business education, research, and practice utilizing Hawai'i's unique advantages.

The special role of Shidler College in UH Mānoa is to serve as the center of advanced graduate and professional studies in business administration while emphasizing research and providing excellence in undergraduate programs.

Accreditation and Affiliations

Shidler College is accredited by AACSB-International* and is a member of the Graduate Management Admissions Council (GMAC).

Degrees

Bachelor's Degrees: BBA with concentrations in accounting, entrepreneurship, finance, human resources management, international business (double major only), management, management information systems and marketing.

Master's Degrees: MBA, Executive MBA, Distance Learning Executive MBA, Distance Learning Executive MBA in Health Care Management, Vietnam Executive MBA (Ho Chi Minh and Hanoi), MAcc, 3/2 Master of Accounting, and Master of Human Resource Management.

Doctoral Degree: PhD in business administration

Advising

Academic advisors at the Shidler College Office of Student Academic Services (OSAS) assist students with program planning and course selection; learning UH Mānoa policies and procedures; fulfilling graduation requirements in a timely manner; and exploring transfer credit, study abroad exchange, and other educational opportunities, resources, and options. Students, while responsible for their own academic progress, should consult their advisors on a regular basis to monitor their academic status and progress toward degree completion.

*(AACSB): The Association to Advance Collegiate Schools of Business

Advising for undergraduate students, including mandatory advising for newly admitted undergraduate students, is available in BusAd B-101, (808) 956-8215, email: business@hawaii.edu. Advising for graduate students is available in BusAd G-202, (808) 956-8266, email busgrad@hawaii.edu.

Undergraduate Programs

The Shidler College of Business offers a professional, upper division program designed to give students a broad liberal arts background and a sound education in the essentials of business management. The BBA degree program, therefore, is comprised of three integral parts: (a) general education, (b) business fundamentals, and (c) a specialized major area of business. Students may select a major that complements their interests, aptitude, and career goals from such fields as accounting, entrepreneurship, finance, human resources management, international business, management, management information systems, and marketing. A double major and/or minor are also options.

The Shidler Freshman Direct Admit Program (DAP)

The Shidler Freshman Direct Admit Program (DAP) is designed for high achieving incoming freshmen who wish to enter the Shidler College of Business early and get a head start. It is an option for outstanding high school seniors entering UH Mānoa in the fall. Selective admission for the Shidler Freshman Direct Admit Program is highly competitive and merit-based.

On your UH Mānoa application, simply designate “Pre-Business” or any specific business major as your first choice major, and you will automatically be considered for the Shidler DAP. No separate application is necessary. Shidler DAP students are eligible for a scholarship upon enrollment.

Admission Requirements

Students transfer into the Shidler College of Business upon the successful completion of the following admission requirements:

1. Minimum of 60 credit hours of college-level work (junior standing);
2. Minimum cumulative GPA of 2.5 in all courses attempted (combined UH Mānoa and transfer GPA from all other colleges attended) and a minimum cumulative GPA of 2.0 at UH Mānoa (if courses have been attempted at UH Mānoa). If 30 or more credits with a 2.5 cumulative GPA have been completed at UH Mānoa, the transfer GPA will not be used to determine admission.
3. Completion of the following pre-business courses with a combined GPA of at least 2.5, with no grade below C. (C- grades will not be accepted for admission.) Pre-business courses: ENG 100 or ESL 100 or ENG 190, or ENG 200; COMG 151 or 251; ACC 201 and 202; NREM 203, BUS 250 or MATH 203, 215, 241, or 251A; and ECON 130 and 131;
4. Minimum grade of C in ICS 101 or LTEC 112 and 113 (or equivalent); and
5. If three or more business courses (or equivalents) beyond the pre-business courses (e.g., business law, statistics, management, etc.) have been attempted, a combined GPA of at least 2.5 is required in those courses.

Important: The Social Sciences Diversification requirement in the General Education Core is met by completing ECON 130, 131 and PSY 100 or SOC 100 (which is the prerequisite

to BUS 315 in the business core).

Application Procedures

Students currently enrolled as classified students at UH Mānoa can apply to the Shidler College of Business at shidler.hawaii.edu/undergradapp.

Non-UH Mānoa students or unclassified students enrolled in Outreach College must submit the System Application Form to the Office of Admissions, 2600 Campus Road, Room 001, Honolulu, HI 96822 (or visit the website at manoa.hawaii.edu/admissions/).

Application Deadlines

The priority application deadlines for classified UH Mānoa students are **October 1** and the final deadline is **November 1** for the spring semester. The priority deadline is **March 1** and the final deadline is **April 1** for the fall semester.

New and transfer students should consult with the UH Mānoa Office of Admissions for the application deadlines. Information is available online or call (808) 956-8975.

College Requirements

1. Completion of 120 non-repeated credit hours, including the General Education Core Requirements (see the “Undergraduate General Education Requirements” section for more information) and the following college curriculum requirements:
 - a. Pre-business courses (see “Admission Requirements”);
 - b. Required business courses: BLAW 200, BUS 310, 311, 312, 313, 314, 315, 345;
 - c. Requirements for the major;
 - d. BUS 209, ENG 209, 306, or 307;
 - e. An upper division course in international business; and
 - f. 9 credits of non-major elective courses beyond the introductory level (must include 3 non-business credits, 6 upper division elective credits), which may include a minor and up to 3 credits of BUS 395.
2. GPA of 2.0 in all UH Mānoa registered credits hours.
3. GPA of 2.0 in all required business courses (and their equivalents) and Shidler College major courses completed at UH Mānoa.
4. Grades of C- or higher in any required business courses (and their equivalents) and Shidler College major courses completed at UH Mānoa.
5. Residency requirements for BBA degree include both:
 - a. University residency requirement of 30 credit hours at UH Mānoa and
 - b. Minimum of eight upper division business courses (24 credit hours), including a minimum of three courses (9 credit hours) in the student’s major and BUS 345, after admission to Shidler College.

Students interested in applying to Shidler College should contact the Office of Student Academic Services for current information on admission and program requirements.

Modification of Hawaiian/Second Language Requirement for Shidler College Students

Shidler College students must complete one or a combination of the following options to satisfy the Hawaiian/Second language requirement:

1. A four-semester sequence of a single language (or proven competency via a language requirement waiver or completion of 202/212);



2. Participation in a study abroad or international exchange program of 12 credits or more during the fall or spring;
3. 12 credits of international culture/area courses, from one culture of study, to be chosen from an approved list of H/SL courses available at www.shidler.hawaii.edu/forms.
4. Four semesters of language and culture study. The language and culture groups do not need to match.

Major Requirements

See appropriate departments in this *Catalog* for specific major requirements leading to a BBA degree.

Academic Policies

Sequence of Courses

Shidler College undergraduates are required to take BUS 310 and 311 in their first semester in the Shidler College. BUS 345 as a capstone course is taken in the final graduating semester pending successful completion of all pre-requisites: BLAW 200, BUS 310, 311, 312, 313, 314, and 315. Shidler College students must consult the course descriptions in this *Catalog* for prerequisites and proper sequencing of business and major courses toward graduation.

Minimum Standards for GPA

The minimum acceptable academic performance for Shidler College undergraduates at UH Mānoa is (a) cumulative UH Mānoa GPA of 2.0; (b) GPA of 2.0 in all required business courses (and their equivalents) and Shidler College major courses completed at UH Mānoa; (c) Grades of C- or higher in any required business courses (and their equivalents) and Shidler College major courses completed at UH Mānoa.

Probation

Shidler College students are placed on probation at the end of any semester for any of the following reasons:

1. The student's cumulative GPA falls below 2.0
2. The student's GPA in required business core and major courses falls below 2.0
3. The student fails to complete BUS 310 and 311 in the first semester in the Shidler College with a grade of C- or higher.
4. Satisfactory progress toward graduation is not being made. Continued probation may lead to suspension.

Students on probation will be required to meet with their academic advisor.

Double Major

Students may pursue a double major to enhance their educational spectrum and professional marketability. To qualify

for a double major, students must have a minimum cumulative UH Mānoa GPA of 3.0 and a minimum UH Mānoa GPA of 3.0 in each of the two proposed majors. At the time of declaration, the student must have completed at least one required course in each major. A double major shall consist of 27 or more credits which lead to a specialization in two fields of study. Courses must meet the requirements for a major in each of the fields, and may not be used to meet the general upper division electives requirement. (**Note:** International Business is offered only as a double major.) After successfully meeting the double major requirements, students may officially declare a double major by completing the "Business Major Declaration" form available at www.shidler.hawaii.edu/forms and submit the form to Shidler B-101.

Transfer Students

Students completing their first two years of study at a community college or at another four-year institution should take only those business courses offered at the freshman or sophomore level (e.g., introductory accounting, business law). Business courses taught at community colleges may not be used to satisfy upper division course requirements in Shidler College (e.g., business statistics). Junior-level and senior-level business courses may be accepted from colleges accredited by the AACSB and select foreign universities.

Seniors

Seniors must file a graduation application by **December 31** for summer graduation, by **March 1** for fall graduation, and by **October 1** for spring graduation in the semester preceeding graduation. Seniors who plan to finish their program requirements during the summer session will need to indicate on their graduation application if they would prefer their name to be printed in the spring commencement program **or** the fall commencement program. Application forms and deadline information is available online at shidler.hawaii.edu/GradApp.

Withdrawal Deadline

Shidler College strictly enforces a three-week withdrawal deadline for upper-division business classes. Please note that this deadline is not the same as that for non-business classes. In general, exceptions regarding late drop requests will not be granted.

Multiple Majors/Degrees

Shidler College students may choose to pursue a multiple major/degree in any other UH Mānoa college/school. The consideration of an additional field of study can increase knowledge, diversify perspectives, and enhance personal education as well as professional growth. Eligibility requirements include a cumulative GPA of 3.25, approval from both college advisors, and a statement of purpose from the applicant. Current Shidler College students considering a multiple degree or students interested in admission to the Shidler College as a multiple degree candidate should meet with an advisor in the Office of Student Academic Services to discuss individual academic programs.

Second Baccalaureate Degree

Priority for admission is given to students seeking their first undergraduate business degree. Shidler College welcomes students pursuing a second bachelor's degree, however, students who have already completed a bachelor's degree in business will be denied admission to Shidler College of Business. Students

should complete the application form (available online) and submit the appropriate required documents to the Office of Admissions in QLCSS 001 or call (808) 956-8975.

Minors

Shidler College students may choose a minor offered in another UH Mānoa college/school to complement their business program. A minor course of study consists of a minimum of 15 credit hours of non-introductory or upper division course work that is completed with a grade of C (not C-) or better. Shidler College students may use a minor to replace the general upper division electives requirement. Minor course work must be approved by the respective department advisor.

Minor in Business Administration

The Shidler College offers a minor in Business Administration to non-business majors. This minor will provide students with a greater understanding of business in preparation for their entrance into the workforce. Applicants must meet the following admission requirements:

1. Classified undergraduate student not enrolled in the Shidler College of Business
2. Junior standing (60 or more college-level credits)
3. 2.5 cumulative GPA
4. Completion of the following courses with a C (not C-) or better:
 - a. ICS 101 or LTEC 112 and 113 (or equivalent)
 - b. ECON 120 or 130 or 131
 - c. ACC 201
 - d. Calculus (or equivalent: NREM 203 or MATH 203, 215, 241, 251A, or BUS 250) or Statistics (or equivalent: NREM 310 or ECON 321 or PSY 225 or SOCS 225)
 - e. PSY 100 or SOC 100

For more information, please contact the Shidler College Office of Student Academic Services in BusAd B-101 or at (808) 956-8215.

Application Deadlines

For the fall semester, the priority deadline is **March 1** and the final deadline is **April 1**. For the spring semester, the priority deadline is **October 1** and the final deadline is **November 1**.

After admission into the minor in Business Administration program, requires include:

- Required courses (6 credits): BUS 312 and 315;
- Elective courses (9 credits): ACC 202, BUS 310, 311, 313, or 314.

Notes: Prerequisites to business courses are strictly enforced. Exceptions to substitute business courses other than those listed, are not allowed. A minimum of 9 credits towards the Business minor must be earned at the Shidler College of Business. TIM majors cannot receive credit for BUS 312 and TIM 304, and BUS 315 and TIM 303. Please see advisors for more information.

Graduate Programs

Shidler College of Business offers the only AACSB-International accredited MBA and MAcc programs in Hawai'i. The AACSB seal of approval guarantees students that their programs satisfy the expectations of a wide range of quality standards relating to strategic management of resources,

interactions of faculty and students in the educational process, and achievement of learning goals in degree programs. There are less than 720 AACSB accredited institutions worldwide, and Shidler College of Business is proud to be one of them.

Application Deadlines

Master's Degree Programs:

The MBA and MAcc programs both admit students during the fall semester. The fall application deadline is **March 1** for international students and Full-Time MBA students interested in scholarships and **May 1** for all other students. The fall deadline for the Executive MBA, Distance Learning Executive MBA, Distance Learning Executive MBA in Health Care Management, and Master of Human Resources programs is **June 1**. The fall deadline for the Vietnam Executive MBA program is **July 1**.

The MAcc program is the only program that admits students during the spring semester. The spring application deadline for the MAcc program is **November 1**, and **October 1** for international students.

Master of Business Administration

Full-Time Global MBA—The Full-Time Global MBA program offers students a comprehensive foundation in business fundamentals with an Asia-Pacific focus. The Full-Time Global MBA program features a first-year cohort experience designed to help students learn the inner-workings of group dynamics crucial for the leaders of today's organizations. The MBA curriculum is predominantly focused in international business and stresses developing the skills and breadth of judgment required of top-level managers and executives in both the private and public sectors.

Students spend their first year learning the principles and theories of management strategies through a sampling of courses in various functional areas. Next, students spend the summer taking part in an internship experience allowing them to build upon the foundation created during their first year. The second year is spent customizing their degree through the completion of seven elective courses. With the assistance of an advisor, students select courses that fit their personal and professional goals and interests. In their last semester, students register in the consulting practicum, synthesizing and applying knowledge from their MBA course work to an existing organization.

Country Focus—The Full-Time Global MBA program offers students a comprehensive foundation in business fundamentals with an Asia-Pacific focus. Students have access to internships, career development assistance and strong networking opportunities with fellow students, alumni, and the business community at large. The Full-Time Global MBA program features a first-year cohort experience designed to help students learn the inner-workings of group dynamics crucial for the leaders of today's organizations. Throughout the program, students meet their personal and professional goals while preparing them for leadership in today's global business environment.

To receive a certificate recognizing that an MBA meets the level of a country-specific focus, international experience and language proficiency or training are both required. The international experience will generally be achieved through a combination of overseas internship and course work. The internship will generally be accomplished during the summer

following your first two complete years of study. This will be followed by elective business course work at one of our partner institutions in that country that will coincide with the fall term of the second year. The combination of this for-credit internship and course work should equal twelve credit hours to maintain your pace toward graduation within two academic years.

For the country focus certification, there is a language requirement that can be met in one of two ways. You can pass a proficiency test that would waive the requirement to take language courses. This would be administered by the language department at UH Mānoa. The level of proficiency required to pass this test would be equal to testing out of third year language courses. The program is not limited to those that arrive at Shidler with language proficiency, and so the language requirement can also be met by taking language courses at UH Mānoa during the first year of the Full-Time Global MBA program. After proficiency testing, there would be placement into one of three levels of language class, and there would then be two terms of progressive language course work.

Chinese Partner Schools:

Sun Yat-Sen University

Shanghai University of Finance & Economics College of Business

China Europe International Business School (CEIBS) MBA Program

Shanghai Jiao Tong University

Shanghai Advanced Institute of Finance

Shanghai Jiao Tong University

Antai College of Economics & Management

Japanese Partner Schools:

International University of Japan

Nagoya University of Commerce and Business

Part-Time MBA—The Part-Time MBA program provides working professionals a way to leverage their education while maintaining full-time employment. The global business environment is constantly undergoing changes, therefore the Part-Time MBA program stresses the development of analytical skills and their application to decision-making rather than simply reviewing current practices. Students gain a solid academic foundation for professional careers in management.

Students in the part-time program generally take two courses per semester with classes held once a week per subject area. Classes meet during the weekday evenings and are offered each semester and during both summer sessions. Students in the part-time program enjoy the flexibility of being able to complete their degree at their own pace. Depending on the number of courses taken each semester, part-time students can usually complete their degree in three years.

Joint Programs—The Shidler College of Business also offers joint MBA programs including the JD/MBA and the MS in Nursing Administration/MBA. Applicants must meet the admission requirements and apply to both programs to be eligible for joint programs.

Executive MBA

The Executive MBA (EMBA) program is a 22-month degree program designed for highly motivated managers who want to increase their knowledge and acquire the skills needed to assume broader corporate responsibility. A total of 48 credit hours is completed during this accelerated degree program. Classes are uniquely scheduled to allow working individuals

to participate with maximum convenience to themselves and their sponsoring organizations. The program consists of a short residence session at the start of the first academic year, with classes meeting Tuesday evenings and alternating Saturdays. An undergraduate degree, GMAT exam, at least five years of progressively successful work experience, and a current management position are required for admission. A new EMBA cohort begins in August of alternate years.

Distance Learning Executive MBA

The Distance Learning Executive MBA is a 22-month program designed to meet our neighbor islands' business demands by providing advanced business training to their residents. The 48-credit hour program is geared toward individuals who have shown leadership or management potential. It enables students from the neighbor islands to pursue a graduate degree without having to travel and with limited interruption to their professional obligations or family life. The distance learning executive MBA classes are highly interactive and are broadcast in real time so that all students on the receiving sites will receive instruction simultaneously. Class meetings are held online every Tuesday and Thursday evenings, and alternating Saturdays. In addition, students will have 16 visits to UH Mānoa to engage and interact with professors and classmates beyond the virtual classroom environment. The instructors, curriculum, and academic standards are the same as our regular evening UH MBA/EMBA program. As such, it requires the completion of 48 semester credit hours of graduate level courses divided into two parts: the required core and elective courses. Electives will be determined by the students as a group based on collective needs.

Distance Learning Executive MBA–Health Care Management

The Distance Learning Executive MBA–Health Care Management Program provides a unique insight into the health sector, which is undergoing transformational growth and change. The program combines a dynamic and rigorous MBA core business curriculum with health care-focused electives to prepare candidates for successful and rewarding careers. The program is a track within the Distance Learning Executive MBA, where students enrolled in the Health Care Management track will take Health Care elective courses in the second-year of study. These elective courses will enable students to understand the dynamic landscape of the medical industry and eventually, demonstrate the ability to provide sound business acumen to health care organizations.

Vietnam Executive MBA (Ho Chi Minh City and Hanoi)

The Vietnam Executive MBA (VEMBA) is a 22-month degree program in business administration, conducted in cooperation with the International University in Ho Chi Minh City and the Foreign Trade University in Hanoi. The 48-credit-hour program is modeled after the Executive MBA conducted in Honolulu, with the same faculty and curriculum. Faculty members teach courses in Ho Chi Minh City and Hanoi in one-month modules, partly as distance learning. Participants in the program are established Vietnamese executives, some Americans, East Asians, and other expatriates. EMBA has Asian business as its focus but constant consideration is given to the impact of globalization on business and economics in the region.

MBA Requirements

All MBA students are expected to enter the program with computer competency and English language proficiency. Up to six courses of English as a second language may be required of international students depending upon placement exam results.

The MBA program consists of 21 credit hours of core courses: BUS 621, 622, 623, 624, 626, 627, 628, 629, 630, and 631; 21 credits hours of electives; the capstone experience, which consists of BUS 632 Business Policy and Strategy (3 credit hours) and BUS 696 MBA Consulting Practicum (3 credit hours).

Required Core Courses

- BUS 621 Business Statistics (1.5)
- BUS 622 Economic Foundations of Strategy (1.5)
- BUS 623 Marketing Management (3)
- BUS 624 Accounting for Decision-making (3)
- BUS 626 Leadership and Organizational Behavior (3)
- BUS 627 Business, Government, and External Environment (1.5)
- BUS 628 Ethics (1.5)
- BUS 629 Managerial Finance (3)
- BUS 630 Managing Information Technology for Strategic Advantage (1.5)
- BUS 631 Operations and Supply Chain Management (1.5)

Electives (21 credit hours)

Of the required 21 credit hours, six may be at the 400-level. Students may also take graduate electives from outside the college as long as at least nine elective credits are completed within Shidler College.

Professional Development (0 credit hours)

- BUS 601 Professional Development (two semesters)
Required for full-time MBA programs

Integrative Capstone (6 credit hours)

- BUS 632 Business Policy and Strategy (3)
- BUS 696 MBA Consulting Practicum (3)

Thesis Option

In consultation with their advisor, a student may opt to do a research thesis in place of BUS 696 and three elective credits. Thesis students enroll in BUS 700 Thesis Research.

MBA Admission Requirements

For admission into the MBA graduate programs, Shidler College of Business applicants must take the GMAT within five years prior to applying, have a recommended GPA of 3.0 and at least two years of full-time post-baccalaureate work experience (five years for Executive MBA, Distance Learning Executive MBA and Health Care Management, and Vietnam Executive MBA applicants). Applicants must also submit essays, a statement of objective, resume, two letters of recommendation, and as part of the admission decision, candidates may be invited for an interview. Admission is competitive. Thus, the college is not always able to admit all qualified applicants.

All applicants who received a bachelor's and/or master's degree in a country where English is not the primary language of instruction are required to take the TOEFL or IELTS. Test scores may not be more than two years old. International applicants who earned a bachelor's degree (or an equivalent) within the last five years at a regionally accredited or recognized institution in the U.S., Australia, Canada (excluding Quebec),

New Zealand, Singapore or the United Kingdom are exempt from the TOEFL. The minimum TOEFL score is 550 for the Executive MBA, 500 for the Executive MBA-Vietnam, and 600 for all other MBA programs, or internet based test (IBT) score of 100, or IELTS score of 7.

Information about the TOEFL may be obtained from the Educational Testing Service at www.ets.org/toefl. Information about the IELTS may be found at www.ielts.org. Information regarding the GMAT may be found at www.mba.com.

Admission requirements for the Master of Accounting programs are found in the "Accounting" section within the Shidler College of Business. Admission requirements for the PhD program in Business Administration are found in the "PhD in Business Administration" section of this *Catalog*.

For detailed information regarding the MBA programs, contact the Shidler College of Business Office of Student Academic Services, 2404 Maile Way #G202, Honolulu, HI 96822; (808) 956-8266; email: mba@hawaii.edu; or web: www.shidler.hawaii.edu.

For detailed information regarding the Executive MBA programs and Master of Human Resource Management program, contact the Shidler College of Business Executive Education Center, 2404 Maile Way #A303, Honolulu, HI 96822; (808) 956-8135; email: emba@hawaii.edu; web: www.shidler.hawaii.edu.

Master of Accounting

The Master of Accounting (MAcc) degree provides an advanced education in accounting with concentrations in taxation, financial reporting and assurance, and data analytics necessary for students to pursue leading positions in public practice, business, government, and related fields.

The program offers students the opportunity to adequately prepare for today's multifaceted accounting practice by strengthening their understanding of the body of accounting knowledge, as well as preparing them for the complexities and new technology facing the accounting profession.

The objectives of the program include: a) providing the educational opportunity necessary for students to become qualified professional accountants for leading positions in public practice, business, not-for-profit organizations, government, and related fields; b) enhancing students' intellectual and analytical skills with research skills necessary to further educate themselves after graduation, including exposure to leading high technology; and c) enhancing students' professional communication skills necessary for success in a contemporary accounting environment.

Completion of this program will fulfill the State of Hawai'i's 150 credit hour requirement for Certified Public Accountant Licensure. CPA Review preparation, internship, career development services, and other opportunities further enrich and support your graduate accounting studies.

MAcc students have optional concentrations in taxation, financial reporting and assurance, and data analytics.

Admissions Guidelines

- GPA 3.0
- GMAT taken within the last 5 years
- International Students: TOEFL 600 or IELTS 7.0 scores*
- No work experience required

*Applicants who do not meet these requirements may still be granted admission but may be required to take a placement

exam at the time of matriculation and/or to take English language classes in addition to their MAcc course work.

3/2 Master of Accounting

The 3/2 Master of Accounting (MAcc) program is an integrated, five-year 150-credit hour program designed for students at the Shidler College of Business who want to earn both undergraduate and graduate degrees in accounting. Students in this program gain the skills necessary to build a successful career in the multifaceted, dynamic practice of accounting. Current undergraduate students may apply to the program during their junior year. This program is for students who wish to enter professional careers in public practice, business, non-profit organizations, and government sectors.

Completion of this program will fulfill the State of Hawai'i's 150 credit hour requirement for Certified Public Accountant Licensure. CPA Review preparation, internship, career development services, and other opportunities further enrich and support your graduate accounting studies..

MAcc students have optional concentrations in taxation, financial reporting and assurance, and data analytics.

Email: macc@hawaii.edu

Master of Human Resource Management

The Master of Human Resource Management (MHRM) degree caters to individuals who are seeking to expand their knowledge in the field of human resources. The program is also offered to the neighbor islands via video conferencing.

Over the last several decades, HRM has become a much more demanding profession, requiring specialized training and appropriate work experience. Job specialties in HRM include training, staffing, compensation and health benefits, health and safety, organizational development, and career development. Each of the specialties is overseen by demanding legislation and the push to optimize the competitiveness of the organization. The human resource management curriculum is interdisciplinary in its approach, integrating other disciplines—especially organizational behavior, management systems, and labor and employment legislation.

Minimum Qualifications

- A bachelor's degree from an accredited college/university or equivalent
- A grade point average of 3.0 or higher
- Two years' professional/managerial post-baccalaureate employment preferred
- Resume
- Statement of objectives
- Two letters of recommendation
- Interview
- For international students: TOEFL or IELTS score

The program consists of 30 academic credit hours, or 10 courses. The curriculum will include the foundation courses (compensation, staffing, training, industrial relations, and health and safety) leadership, organizational development, negotiations, an integrative capstone experience, and an elective. The MHRM is a cohort program where students will go through the entire program as a group. Classes meet Wednesday evenings and alternating Saturdays. The program should take approximately 16 months.

PhD in Business Administration

The PhD Program in Business Administration offers an academically challenging and rigorous program designed to prepare highly motivated and intellectually gifted students for a career in research, teaching, and service with a particular focus on Asia and the Pacific. This full-time program emphasizes a strong foundation in both methodological and theoretical training. A teaching opportunity supported by ongoing seminars in pedagogy will give students valuable experience in the classroom. Collaborative work with faculty will enhance research and learning opportunities. Students will also gain valuable computing, quantitative, and methodological skills vital to effective research.

Doctoral candidates work closely with Shidler College faculty in areas of specialization that often parallel the strengths of faculty members. These areas include International Accounting, Asian Finance, Global Information Technology Management, International Marketing, and International Organization and Strategy.

The program is small and individualized, which enables students to pursue their own areas of interest. Admission, for the fall semester only, is highly competitive, and only full-time study is allowed. The expected completion time for the doctoral degree is four to five years.

For admission to the PhD in Business Administration, the candidate applicant should meet the following criteria. The deadline for application is **January 31**. (Note that admission to the doctoral program is not automatic, and will be determined on a case-by-case basis by a faculty committee.)

Minimum Qualifications

- Master's degree or bachelor's degree. Subject matter of the foundation courses in business or accounting obtained at an accredited school.
- GMAT or GRE in the top 25th percentile
- GPA of 3.2 or above on a 4.0 scale
- TOEFL (computer-based) of 250 or the equivalent score on the IELTS
- 3 letters of reference
- Exceptions to the above requirements may be made by the PhD Admissions Committee on a case-by-case basis.
- Meeting the above minimum requirements is necessary for consideration, but does not automatically assure admission. Admission is granted on a case-by-case basis by the PhD Admissions Committee.

Recommended Qualification

- Personal interview or telephone interview
- Teaching potential as demonstrated by previous teaching performance, if available.
- Research interests compatible with Shidler College faculty research
- Example of previous research paper or essay written by candidate, if available.

Desirable Qualifications

- International experience
- Foreign language ability in area of desired specialization
- International area academic studies, such as Japan or China area studies

For further detailed information, please contact the PhD Program in Business Administration at (808) 956-6723; email: phdbus@hawaii.edu; web: shidler.hawaii.edu/phd.

Special Professional Programs

See www.shidler.hawaii.edu

Asia-Pacific Economic Cooperation (APEC) Studies Center

The APEC Studies Center was formed in July 1994 as a joint venture of UH Mānoa and East-West Center and is one of the founding members of the U.S. APEC Study Center Consortium. APEC has become the primary vehicle for developing a sense of economic community in the Asia-Pacific region. The 21 member economies that currently comprise APEC constitute about half of the world's total annual output in terms of GNP and represent almost 50 percent of the world's total merchandise trade.

Asia-Pacific Financial Markets (FIMA) Research Center

FIMA Research Center conducts academic and policy research on financial markets in the Asia-Pacific region. It serves the securities and banking industries, academia, and government sector through four major programs:

The Asian Shadow Financial Regulatory Committee (ASFRC) is a group of independent experts on economic policy issues relevant to financial markets and the financial industry of the Asia-Pacific region. ASFRC members are independent of any of the members' affiliated institutions. The policy recommendations of ASFRC are its own. Typically, ASFRC tries to translate concepts drawn from academic literature into concrete policy recommendations.

The *Pacific-Basin Finance Journal* publishes the highest quality theoretical and empirical research on financial markets of the region.

The FIMA Financial Executive Program is intended for market regulators and financial executives to develop a better understanding of the financial markets in the region as well as in the developed economies in light of state-of-the-art finance theories.

The PACAP Databases Program creates, maintains, and distributes capital market databases of Asia, including China, Hong Kong (SAR), Indonesia, Japan, Korea, Malaysia, Philippines, Singapore, Taiwan, and Thailand. The program is jointly undertaken by FIMA and the University of Rhode Island PACAP Research Center. The FIMA Research Center assumes a leadership role as the front office by acting as a liaison with participating financial institutions from the region. The PACAP Research Center, in turn, provides the back office function of maintaining, updating, and distributing the databases.

Executive Education Center

The Executive Education Center is responsible for the Shidler College's executive degree programs as well as custom and open-enrollment programs. Our programs develop the critical skills and leadership capacities of individuals, teams, and organizations to sustain a competitive advantage in a global economy.

We design and deliver custom programs to support organizations in achieving their strategic goals. Our open-enrollment programs are offered to flexibly serve individuals and organizations seeking breakthrough learning opportunities. For more information, or to speak with an executive education staff member, please email execed@hawaii.edu or call (808) 956-8135.

Family Business Center of Hawai'i

The Family Business Center of Hawai'i is a partnership between Hawai'i's family business community and the UH's Shidler College of Business. The mission of the Family Business Center is "equipping, educating, and celebrating families in business." The center provides opportunities for the families to address many of the challenges they face by providing educational seminars and a forum for the exchange of information between families so that they can survive and thrive into and through the 21st century.

Pacific Asian Center for Entrepreneurship and E-Business (PACE)

The goal of PACE is to foster the entrepreneurial spirit among students, faculty, and the community. The center supports the inclusion of entrepreneurship-related courses in the UH Mānoa curriculum and offers a summer certificate in international entrepreneurship. In addition, PACE also supports the student Entrepreneurship Club and numerous outreach programs, including statewide business plan competitions at the high school and college levels, the Kauffman Entrepreneurial Internship Program, a distinguished lecture series, the Hawai'i Entrepreneurs Bootcamp, and programs for Native Hawaiian entrepreneurs.

Pacific Asian Consortium for International Business Education and Research (PACIBER) Diploma

Pacific Asian Consortium for International Business Education and Research (PACIBER) was created in 1988 as a consortium of 27 leading universities dedicated to bridging the gap by establishing linkages to promote international business education, research, and exchange of information among faculty and students. UH is a founding member and Secretariat of PACIBER.

The PACIBER Diploma is a program for undergraduate and graduate students studying business who wish to develop international skills through a combination of courses, study abroad, and internship experience. The bearer of the PACIBER Diploma will be recognized as one who is an internationally attended management individual with the requisite academic credentials, overseas experience, language capability, and cross-cultural training to be immediately productive upon accession to any Asia-Pacific-related position.

For more information on PACIBER and the PACIBER Diploma, please contact pami@hawaii.edu and visit www.paciber.org and shidler.hawaii.edu/pami.

Pacific Asian Management Institute (PAMI)

PAMI was established in 1977 as an institute of international management education and research bridging the East and the West. Students, faculty, managers, and government officials from more than 170 companies and 200 institutions in 22 countries have attended cross-cultural, international management courses, and training programs developed by PAMI.

For a modest fee in addition to the summer course tuition, two certificate programs—International Management and International Entrepreneurship—are offered by PAMI during the Summer Sessions. The curriculum features traditional (classroom-based) and online international business courses in management, marketing, finance, business economics, entrepreneurship, and human resource management. These are taught by faculty from UH Mānoa and from some of the

best business schools in the U.S. and around the world. The certificate programs are open to undergraduate and graduate students from any discipline, to Americans and foreigners, who are admitted by the Summer Session Office.

The Pacific Asian Lecture Series (PALS), open to the public, is part of the PAMI summer program, as are occasional field trips and site visits. The highlight of PAMI's summer is the annual N.H. Paul Chung Luncheon and Lecture, held in honor of PAMI's founder and features a renowned international business speaker.

PAMI is the secretariat for the Pacific Asian Consortium on International Business Education and Research (PACIBER), with 36 member universities in the U.S., Canada, Asia, and Oceania.

Pacific-Basin Finance Journal

The *Pacific-Basin Finance Journal* is an academic journal published five times a year by Elsevier Science publishers B.V. (North-Holland) in collaboration with the Shidler College of Business. The journal provides a specialized forum for the publication of the highest quality theoretical and empirical research on capital markets of the Asia-Pacific region and represents a significant milestone in the FIMA Research Center's program and objectives as it effectively reaches a broader audience in terms of current developments in Asian and Pacific capital markets. Its primary emphasis will be placed on the following areas:

- investment and portfolio management
- theories of market equilibrium
- valuation of market equilibrium
- behavior of asset prices in financial sectors
- normative theory of financial management
- capital markets development
- market mechanism

Pacific Research Institute for Information Systems and Management (PRIISM)

PRIISM is a center for research and educational activities. Drawing on a variety of academic disciplines, PRIISM focuses on information systems and technologies and management of organizations. Its primary objective is to promote research on the development, implementation, and use of information and communication technologies in organizations.

Career Development & Internships

Undergraduate Students

The Office of Internships and Career Development at Shidler College of Business provides career-related internships to gain real world experience while earning academic credits. Through the internship program, students strengthen their employment opportunities in the marketplace after graduation and gain greater insight into the selection of a career path, and network with professionals in their chosen field.

The Career Development Office provides extensive on-campus interview programs, career fairs, and workshops. The office is dedicated to assisting students in their career growth and development, and to helping employers identify and select highly qualified candidates. A broad range of services are offered to enhance our students' employment marketability. From career search and information sources to skills development workshops, we seek to educate, train, and advise our students

to ensure successful preparation for entry in the business job market, and assist students in making the right career decisions.

The office maintains a business and alumni network that provides a link between recruiters and students, to maximize the potential for successful internship and permanent job placement.

For more information on the various programs, contact the Career Services Office at (808) 956-6972 or (808) 956-9330. Questions regarding graduate-level internships and career development should be directed to (808) 956-3122. Visit the internship and career development website at shidler-hawaii-csm.symplicity.com for an active list of internships and jobs, along with valuable career links.

Graduate Students

The Office of Graduate Career Services and Professional Development provides career planning and professional development services for Shidler graduate students and alumni. The office offers career strategy and planning workshops, individual coaching and career management services, mentorship programs, and guest speaker events. Graduate students, who participate in the Professional Development Series, are exposed to a variety of industries and occupations by the Shidler College of Business' employer partners and Graduate Career Services. Students are also equipped with basic professional development tools to support their career planning.

Shidler graduate students and alumni will have lifetime access to the Career Services Platform, Shidler Career Links. Students will be able to post their resumes, and search for internship and job opportunities posted by Shidler's employer partners. Students will be able to access career related announcements. Access Shidler Career Links at: shidler-hawaii-csm.symplicity.com.

The Office of Graduate Career Services and Professional Development offers lifetime services to support the Shidler student and alumni career efforts and ambitions. For more information, contact the Office of Graduate Career Services and Professional Development at (808) 956-3122.

International Study

In addition to the study abroad programs offered through the UH Mānoa Study Abroad Center and the UH Mānoa's International Exchange (MIX) Office, the following Shidler College sponsored programs are available.

Asian Field Study

Shidler College offers two Asian Field Study courses, a summer 10-week, 6 credit course (BUS 477/677) which includes three weeks in Asia, and a variable credit course (BUS 476/676), which includes a required preparatory course (BUS 475/675) followed by one to three weeks in Asia. Students visit companies, factories, economic agencies, and government offices to learn more about organizational structure, government policies, and international competition and their effect on these units. Classes are held on campus before and after the field study. BUS 475/476/477 are approved IB electives. IB major, entrepreneurship major, and management major electives, and BUS 675/676/677 qualify for the entrepreneurship certificate. Consult with your academic advisor to determine applicability. Some Shidler College scholarships are available on a competitive basis to help defray the costs.

Shidler College International Exchange Agreements

Shidler College students can apply to study abroad in connection with several official exchange agreements between Shidler College of Business and overseas partner universities. These international universities include:

Chulalongkorn University in Thailand;
City University of Hong Kong;
Copenhagen Business School in Denmark;
ESC Rennes School of Business in France;
Hong Kong University of Science and Technology;
Keio University in Japan;
Keio Business School (MBA) in Japan;
Korea University;
National Sun Yat-Sen University in Taiwan;
National University of Singapore;
Seoul National University in Korea;
Shanghai Jiao Tong University-Antai College in China
SKEMA Business School of France
Thammasat University in Thailand;
University of Hong Kong
Waseda University in Japan;
WHU-Otto Beisheim School of Management in Germany;
Yonsei University in Korea.

Other UH Mānoa partner universities that are AACSB-accredited include:

Chinese University of Hong Kong;
Ewha Womans University in Korea;
Fudan University in China;
Kyungpook National University in Korea;
Monash University in Australia;
National Taiwan University;
Sogang University in Korea;
University of Auckland in New Zealand;
University of Otago in New Zealand;
University of Technology, Sydney in Australia;
University of Waikato in New Zealand;
Victoria University of Wellington in New Zealand.

In most cases, business courses are offered in English, language training is available, and the host schools often plan excursions for exchange students. Undergraduate students must enroll in IS 099 at UH Mānoa and Graduate students must enroll in BUS 667 as full-time students at UH Mānoa, therefore, the host school tuition is waived. Travel awards and Shidler Scholarship programs (e.g., Freeman Asia Abroad, Johnson International Scholarship) are available on a competitive basis to help defray costs. To be nominated to a Shidler partner university, students must apply through the UH MIX program. Upon nomination, the student will make their own travel arrangements and coordinate their housing requests directly with the partner university. For more information, visit shidler.hawaii.edu/international or contact the Office of Student Academic Services in BusAd B-101 or call (808) 956-8215.

Student Organizations

Active student organizations within Shidler College provide students with opportunities to interact socially, academically, and professionally. These organizations include Accounting Club, American Marketing Association, Beta Alpha Psi, Business Executive Society of Tomorrow, Delta Sigma Pi Business Fraternity, Financial Management Association,

Information Technology Management Association, Inter-Business Council, International Business Organization, and Society of Human Resource Management. Students with superior academic records are invited for membership in Beta Gamma Sigma, the national honor society for business majors, and Beta Alpha Psi for accounting majors.

The Graduate Business Student Association is a focal point of graduate student life at Shidler College. All graduate business students are members. Its purpose is to foster student leadership ability and promote socially responsible business practices.

Guest speakers, tours of local businesses, workshops, seminars, and internships are supported by the various student organizations—many of which have earned national recognition and awards for their contributions to the professional development of Shidler College students.

Honors and Awards

Shidler College of Business and its departments provide scholarships and awards to exceptional students. For a list of these scholarships, see the “Tuition, Fees, and Financial Aid” section of this *Catalog*. Detailed information on scholarships can be obtained at www.star.hawaii.edu.

Accounting

School of Accountancy
BusAd C-306
2404 Maile Way
Honolulu, HI 96822
Tel: (808) 956-7332
Fax: (808) 956-9888
Web: shidler.hawaii.edu/soa

Faculty

- *H. Pourjalali, PhD (Director)—managerial accounting, financial accounting, international accounting
- *S. Daniel, PhD—auditing, managerial accounting
- *R. Debreceeny, PhD—auditing, financial accounting, accounting information systems
- *L. Guan, PhD—accounting information systems, financial accounting
- *B. Jung, PhD—financial accounting
- M. Kaiama, MAcc, MA—financial accounting, auditing, ethics, not-for-profit accounting
- *T. Pearson, LLM/JD—tax accounting, ethics
- *J. N. Teruya, PhD—financial accounting, managerial accounting, international accounting
- M. Woollen, MAcc—financial accounting, managerial accounting, tax accounting
- *D. C. Yang, PhD—financial accounting, international accounting, sustainable accounting
- T. Xu—auditing, financial accounting, accounting information systems
- *J. Zhou, PhD—auditing, financial accounting, international accounting, managerial accounting

Degrees Offered: BBA in accounting, MAcc, PhD in business administration (accounting concentration)

The Academic Program

The School of Accountancy within the Shidler College of Business offers the Bachelor of Business Administration (BBA) with a major in accounting (ACC) and the Master of Accounting (MAcc) degrees. The undergraduate accounting program provides students with the knowledge and skills

forming an educational foundation for entry into a wide range of accounting-related careers and enables students to pursue graduate or advanced professional education. The MAcc program provides advanced accounting education with optional concentrations in taxation, financial reporting and assurance, and data analytics. Students receive the education necessary for students to pursue leading positions in public practice, business, not-for-profit organizations, government, and related fields.

An accounting background will provide a competitive edge for those aspiring to excel in accounting-related careers. Some students study accounting even if their primary interest resides in another business area because an accounting education enables them to have valuable knowledge and skills for easy entry into a wide variety businesses.

Mission

We are an academic community with the Shidler College of Business, whose mission is:

To provide students with the knowledge and skills forming an accounting education relevant to a technologically advanced global economy; to advance accounting knowledge through research; and to instill students with a sense of moral, ethical, and professional obligation to society.

Accounting Careers

The accounting profession may be divided into the following two major segments.

Public Accounting

Specialties in this area include auditing, tax, and management advisory services. Some of the larger firms have reorganized these activities along industry lines. Students entering public accounting should prepare to become a Certified Public Accountant (CPA). Many students who graduate with an accounting degree are employed by national or international CPA firms, or by local CPA accounting firms. Some open their own independent practices after they become certified.

Other Accounting Jobs

Accounting positions are available in private industry, not-for-profit organizations, and government. Private industry employment may involve all or part of the various areas of accounting, financial, managerial, accounting information systems, and taxation, but emphasis differs depending on the type of employment: such as a comptroller, chief financial officer, internal auditor, forensic investigator, or credit analyst. In government, accounting graduates work in all the branches of federal, state, or local governments.

Undergraduate Study

BBA in Accounting

Major Requirements (19 credits)

- ACC 321, 323, 401, 409, 418, and 460B, C, D, E

For information on a Bachelor Degree Program Sheet, go to www.manoa.hawaii.edu/ovcaa/programsheets/.

Graduate Study

MAcc Degree

Admission Requirements

In addition to the Shidler College of Business graduate

admission requirements, students without an undergraduate degree in accounting are required to complete the following undergraduate deficiencies in accounting: ACC 201 and 202 prior to admission to the MAcc program, and ACC 321, 323, 401, 409, and 418 prior to graduation.

Admission to the MAcc program is competitive. The School of Accountancy seeks individuals who have the potential for outstanding achievement in accounting, auditing, or taxation. The admissions committee primarily considers the candidate's academic record and GMAT score and places emphasis on strong communication skills.

Degree Requirements

The MAcc degree requires 30 credits

Required Accounting Courses (15 credits)

- ACC 407 Taxation of Business Entities (2)
- ACC 415 Advanced Financial Accounting (3)
- ACC 425 Forensic Accounting (1)
- ACC 616 Accounting Theory and Development (3)
- ACC 625 Accounting and Tax Research(3)
- ACC 648 Financial Statement Analysis (1)
- ACC 660 Analysis and Decision-making (3)

Elective Accounting Courses, three of the following (9 credits)

Complete 15 credit hours of electives, at least 9 credits which are in any 400-600 level accounting course.

Taxation courses

- ACC 631 Tax of Partners/Partnership (2)
- ACC 638 Estate and Gift Taxation and Planning (2)
- ACC 639 Multijurisdictional Taxation (2)

Financial Reporting and Assurance courses

- ACC 610 International Corporate Governance (3)
- ACC 620 Global Accounting (3)
- ACC 635 Advanced Public Sector Accounting (3)

Data Analytics courses

- ACC 619 Information and Assurance and Analytics (3)
- ACC 649 Data Analytics for Accountants (1)
- ITM 683 Business Intelligence and Data Analytics (3)

Accounting Internship (up to 3 credits)

- ACC 695 Accounting Internship (1)

CPA Review Courses (1 credit each)

- ACC 602 Audit and Attestation (1)
- ACC 603 The Business Environment and Concepts (1)
- ACC 604 The Financial Accounting and Reporting (1)
- ACC 605 The Regulation (1)

Other Elective courses may include:

Students may take any two of the following:

- ACC 413 Law for the Accountant (3)
- ACC 690 Current Topics in Accounting (3)
- 400- to 600-level courses within Shidler College (BLAW, FIN, HRM, ITM, MGT, MKT, RE), the Field Study in Asia (BUS 677), or selected courses in PACE, LAW, COM, or COMG
- Students may petition other graduate courses

Course Limitations

Students may not count ACC 460 or courses used to fulfill MAcc deficiency or core requirements, nor MBA core classes

BUS 621-632, 696. There is maximum 6 credits from the 400-level, and maximum 6 credits from outside of accounting. If a course is waived, another course in the same area of study and of the same or higher level must be substituted. Students must complete a minimum of 30 credits to earn the Master of Accounting degree.

Optional Concentrations in the MAcc

Students have the option to pursue any concentration (taxation, financial reporting and assurance, or data analytics.)

- Taxation concentration (any 6 credits from ACC 631, 638, 639, 695, tax in Law School)
- Financial Reporting and Assurance concentration (any 6 credits including ACC 610)
- Data Analytics concentration (any 6 credits from ACC 619, 649, 695, or ITM 683)

Thesis Option

In consultation with their advisor, a student may opt to do a research thesis in place of ACC 660 and three elective credits. Thesis students enroll in ACC 700 Thesis Research.

Financial Economics and Institutions

Department of Financial Economics and Institutions
BusAd C-305
2404 Maile Way
Honolulu, HI 96822
Tel: (808) 956-6675
Fax: (808) 956-9887
Web: fei.shidler.hawaii.edu/

Faculty

*R. Chang, PhD (Chair)—finance
*J. Ai, PhD—risk management and insurance
B. Bystrom, MA, MBA—finance
D. Cost, JD—finance
*W. Huang, PhD—finance
*D. Hunter, PhD—finance
J. Kim, PhD—finance
*Q. Liu, PhD—finance
*J. B. Marsh, PhD—business economics
*E. Mais, PhD—finance
*D. McClain, PhD—economics
*G. Meissner, PhD—financial engineering
*M. Misawa, PhD—international finance and banking
*N. Ordway, PhD—real estate
*G. Rhee, PhD—finance
V. Roley, PhD—economics
*J. P. Snyderhoud, PhD—business economics
J. Wong—finance

Degrees Offered: BBA in finance

The Academic Program

The department offers courses in finance, business law, real estate, and insurance.

Undergraduate Study

BBA in Finance

The major in finance (FIN) develops analytical skills in

the planning, management, and control of financial resources to achieve the financial goals of the organization. Central to that task is the evaluation of the risk and return consequences of financial decisions. The major financial decisions studied are the selection of assets (equipment, buildings, inventories, securities, etc.) and the choice among financing alternatives (selling stock, borrowing from a bank, issuing bonds, etc.). Students may select course sequences that concentrate on business financial management, investment management, personal financial planning, Asian finance, and real estate finance.

The major prepares students for positions and career advancement in financial institutions, retail, wholesale, and manufacturing firms; securities institutions; and personal financial planning.

Requirements

- FIN 311
- Four elective courses from:
 - FIN 301, 305, 307, 321, 331, 341, 412, 415, 444, 450, 490;
 - RE 300, 310, 330, 390, 420;
 - INS 300, 411, 431

For information on a Bachelor Degree Program Sheet, go to www.manoa.hawaii.edu/ovcaa/programsheets/.

Information Technology Management

Department of Information Technology Management
BusAd E-303
2404 Maile Way
Honolulu, HI 96822
Tel: (808) 956-7430
Fax: (808) 956-9889
Email: shidleritm@hawaii.edu
Web: shidler.hawaii.edu/itm

Faculty

*T. Bui, PhD (Chair)—information systems
*H. M. Chen, PhD—information systems
*E. Davidson, PhD—information systems
*F. N. Kazman, PhD—computer science
*R. Minas, PhD—information systems
*R. R. Panko, PhD—information systems
*D. Port, PhD—computer science
*B. Xiao, PhD—information systems

Degrees Offered: BBA in management information systems

The Academic Program

The focus of the Department of Information Technology Management includes management of information technologies within organizations, application, development and use of information systems for management and business.

Undergraduate Study

BBA in Management Information Systems

The Management Information Systems (MIS) major learns how to analyze opportunities for business change and

growth using information technologies (IT), to design and develop business solutions that utilize IT, and to manage projects to implement IT-related change. Designing and managing information flows within and between firms and their customers is critical in today's business enterprise. All firms in every type of industry—large or small, for-profit or not-for-profit—rely on information systems and technologies for ongoing operations and future strategies. The internet and other information technologies also create entrepreneurial opportunities for new or existing firms. Many of today's leading firms grew rapidly from IT innovation.

The MIS major offers students the flexibility to focus course work on business analysis, system analysis and design, and business analytics. MIS majors are prepared for careers in project management, business analysis, networking, system architecture and design, technical support, business analytics, and e-commerce. MIS majors are prepared to work as in-house information systems staff, as consultants for information systems and accounting firms, as independent contractors, and as business entrepreneurs. The Bureau of Labor Statistics forecasts increasing job growth for MIS-related careers.

Requirements

- ITM 352, 353, 354, 431
- One elective from the following: ITM 321, 322, 385, 387 (various), 433, ICS 300- or 400-level course (excluding ICS 399 or 499)
- Double majors may use the following as their elective: ACC 409, MKT 362, 363 or 410
- Students who take both ICS 111 and 211 and achieve a grade of "B" or better may petition to waive the elective requirement.

For information on a Bachelor Degree Program Sheet, go to www.manoa.hawaii.edu/ovcaa/programsheets/.

Management and Industrial Relations

Department of Management and Industrial Relations
BusAd C-301
2404 Maile Way
Honolulu, HI 96822
Tel: (808) 956-8485
Fax: (808) 956-2774
Web: mir.shidler.hawaii.edu/

Faculty

- *H. D. Bess, PhD (Chair)—organizational behavior, transportation
- *D. Bhawuk, PhD—cross-cultural management, positive psychology
- *J. Butler, PhD—entrepreneurship
- *R. H. Doktor, PhD—international business, organizational behavior, strategy
- H. Folk, PhD—human resources management, international business, industrial relations
- *S. Ghumman, PhD—organizational behavior, management, international management
- M. Houshmand, PhD
- *K. Ito, PhD—international business and strategic management
- *A. Joshi, PhD—strategy, management
- H. Nguyen, PhD—management

*J. Richardson, PhD—strategy, international business, entrepreneurship

*R. Robinson, PhD—angel investing, entrepreneurship and negotiations

Degrees Offered: BBA in entrepreneurship, BBA in human resources management, BBA in international business, BBA in management, Master of Human Resource Management

The Academic Program

The Department of Management and Industrial Relations teaches courses in the following areas: international management, comparative management, entrepreneurship, organizational behavior, human resources management (HRM), and industrial relations (IR). The department offers majors in human resources management, international business, and management (MGT).

Undergraduate Study

BBA in Entrepreneurship

Requirements

- MGT 320 (1B)
- FIN 341
- MKT 372
- Two elective courses from
 - BUS 475/476, 477
 - FIN 307
 - HRM 351
 - ITM 321, 385
 - MGT 341, 344, 345, 450, 461
 - MKT 341, 351, 352, 362, 363

For information on a Bachelor Degree Program Sheet, go to www.manoa.hawaii.edu/ovcaa/programsheets/.

BBA in Human Resources Management

Requirements

- HRM 351
- Four elective courses from
 - HRM 353, 354, 361, 453, 455, 468
 - HRM 463, 465, 467, 469
 - MGT 341, 344

For information on a Bachelor Degree Program Sheet, go to www.manoa.hawaii.edu/ovcaa/programsheets/.

BBA in International Business (Double major only)

Requirements

- FIN 321
- MKT 381
- MGT 342 or MGT 343
- Two elective courses from
 - ANTH 416
 - ASAN 312, 320
 - BUS 367 (with international focus), 475/476 (3 credits only), 477
 - BLAW 360
 - ECON 415, 460, 461
 - FIN 331, 444, 470, 490C
 - HRM 469
 - MGT 320, 342, 343, 344 (with international focus), 460

- MKT 361 (with international focus)
- POLS 306, 315, 316
- TIM 324, 425, 442
 - Third-year foreign language (301, 302 or both)
- Integrative, international experience

For information on a Bachelor Degree Program Sheet, go to www.manoa.hawaii.edu/ovcaa/programsheets/.

BBA in Management

Requirements

- HRM 351
- MGT 320(1B)
- MGT 341
- Two electives from
 - HRM 353, 354, 361, 453, 455, 463, 465, 467, 469(1B);
 - ITM 321;
 - MGT 342(1B), 343(1B), 344, 345, 348, 399, 450, 461;
 - MKT 321 if double majoring with Marketing

For information on a Bachelor Degree Program Sheet, go to www.manoa.hawaii.edu/ovcaa/programsheets/.

Marketing

Department of Marketing
 BusAd C-303
 2404 Maile Way
 Honolulu, HI 96822
 Tel: (808) 956-6692
 Fax: (808) 956-9886
 Email: mktg@hawaii.edu
 Web: mkt.shidler.hawaii.edu/

Faculty

- *D. L. Alden, PhD—health care decision making, brand communications, cross-cultural psychology
- L. B. Cheatham, PhD—consumer psychology, advocacy, and well-being, marketing research
- *Q. Chen, PhD—social technology, innovation, marketing strategy, knowledge management
- *N. Hartmann, PhD—personal selling, sales management, retail management
- M. Hu, PhD—luxury marketing, international marketing, consumer behavior research
- *A. P. Palia, DBA—strategic market planning, positioning, marketing decision support systems

- *N. E. Synodinos, PhD—consumer behavior, marketing research
- *S. L. Vargo, PhD—marketing theory, service-encounter evaluation, buyer-seller relationships, brand evaluation and extension
- *J. R. Wills Jr., DBA—international marketing, technology marketing, marketing strategy
- Y. Zheng, PhD—judgement and decision making, consumer welfare, marketing strategy

Degrees Offered: BBA in marketing

The Academic Program

Marketing (MKT) involves studying the ways that organizations create and maintain mutually satisfying exchanges between themselves and their customers. Marketing course work helps students learn how to effectively and efficiently manage components of the marketing mix: product, distribution, communications, and price.

Marketing offers courses in marketing research, marketing strategies, consumer behavior, personal selling, internet marketing, advertising and promotion, entrepreneurial marketing, retailing, and multinational operations. After completing the marketing major, the student should possess knowledge that is applicable to a wide range of professional careers. These careers include advertising account executive, marketing manager, sales manager, and marketing research manager.

Undergraduate Study

BBA in Marketing

Requirements

- MKT 311, 321, and 391
- Two elective courses from MKT 331, 332, 341, 351, 352, 361, 362, 363, 372, 381, 410, 411B

For information on a Bachelor Degree Program Sheet, go to www.manoa.hawaii.edu/ovcaa/programsheets/.