

Business Department Hiring Guidelines

ACCT (Undergraduate): Unless otherwise noted, to teach any undergraduate ACCT course (#s 1000-4990) an instructor must satisfy one of the following criteria:	
	<ol style="list-style-type: none"> 1. Hold a PhD in accounting or a PhD in business with an emphasis in accounting. 2. Hold a master's degree in accounting. 3. Hold a master's degree in a business discipline with at least 18 graduate credit hours in accounting. 4. Hold a master's degree in a business discipline with a bachelor's degree in accounting and five or more years of professional experience in accounting. 5. Hold a graduate degree and a CPA.
ACCT 2025	Managerial Accounting <ol style="list-style-type: none"> 1. Hold a PhD in accounting or a PhD in business with an emphasis in accounting. 2. Hold a master's degree in accounting. 3. Hold a master's degree in a business discipline with at least 18 graduate credit hours in accounting. 4. Hold a master's degree in a business discipline with a bachelor's degree in accounting and five or more years of professional experience in accounting. 5. Hold a graduate degree and a CPA or CMA.
ACCT 3025	Advanced Cost and Managerial Accounting See ACCT 2025
ACCT (Graduate): To teach a graduate course (#s 5000-6990) with an ACCT prefix an instructor must satisfy one of the below criteria	
ACCT 5000	Introduction to Forensic Accounting Have five or more years of professional experience in forensic accounting and one of the following: <ul style="list-style-type: none"> • Hold a JD. • Hold a graduate degree in a business discipline.
ACCT 5010	Legal Procedure, Substantive Law and Professional Ethics in Forensic Accounting Hold a JD.
ACCT 5100	Investigation of Financial Fraud Have five or more years of professional experience in financial investigations and one of the following: <ul style="list-style-type: none"> • Hold a JD. • Hold a graduate degree in a business discipline.
ACCT 5150	Introduction to Cyber Forensics Hold a master's degree and have five or more years of experience in cyber forensics.
ACCT 5200	Business Valuation Have five or more years of professional experience in business valuation and one of the following: <ul style="list-style-type: none"> • Hold a JD. • Hold a graduate degree in a business discipline.
ACCT 5250	Special Topics in Litigation Accounting Have five or more years of professional experience in forensic accounting and one of the following: <ul style="list-style-type: none"> • Hold a JD. • Hold a graduate degree in a business discipline.

ACCT 5310	Accounting in an ERP Environment Must meet one of the following criteria: <ol style="list-style-type: none"> 1. Hold a PhD in accounting or a PhD in business with an emphasis in accounting. 2. Hold a master's degree in a business discipline and a CPA. 3. Hold a master's degree in accounting with eight or more years of professional experience in accounting.
ACCT 5350	Analytics for Forensic Accountants Hold a master's degree and have five or more years of professional experience in analytics.
ACCT 5400	Internal Auditing <ol style="list-style-type: none"> 1. Hold a PhD in accounting or a PhD in a business discipline with an emphasis or concentration in accounting. 2. Hold a master's degree in accounting. 3. Hold a master's degree in a business discipline with at least 18 graduate credit hours in accounting. 4. Hold a master's degree in a business discipline with a bachelor's degree in accounting and five or more years of professional experience in accounting. 5. Hold a graduate degree and a CPA.
ACCT 5500	Case Studies in Forensic Accounting Have five or more years of professional experience in forensic accounting and one of the following: <ul style="list-style-type: none"> • Hold a JD. • Hold a graduate degree in a business discipline.
ACCT 5900	Forensic Accounting Capstone Hold a JD.
BUSN (Undergraduate): Unless otherwise noted, to teach any undergraduate BUSN course (#s 1000-4990) an instructor must satisfy one of the following criteria:	
	<ol style="list-style-type: none"> 1. Hold a PhD or master's degree in the area of teaching responsibility. 2. Hold an out-of-field PhD with an emphasis in the area of teaching responsibility. 3. Hold a master's degree in a business discipline with at least 18 graduate hours in the area of teaching responsibility. 4. Hold a master's degree in a business discipline and have five or more years of professional experience directly related to the area of teaching responsibility.
BUSN 2210	Personal Finance <ol style="list-style-type: none"> 1. Hold a PhD or master's degree in finance. 2. Hold an out-of-field PhD with an emphasis finance. 3. Hold a master's degree in a business discipline with at least 18 graduate hours in finance 4. Hold a master's degree in a business discipline and a CFA. 5. Hold a master's degree in a business discipline and have five or more years of professional experience in finance.

BUSN 3710	Entrepreneurial Financial Management <ol style="list-style-type: none"> 1. Hold a PhD or master's degree in finance or accounting. 2. Hold an out-of-field PhD with an emphasis finance or accounting 3. Hold a master's degree in a business discipline with at least 18 graduate hours in accounting and/or finance. 4. Hold a master's degree in a business discipline and a CFA or CPA. 5. Hold a master's degree in a business discipline and have five or more years of professional experience in accounting or finance.
BUSN 4300	Business Ethics Have five or more years of professional experience in business and one of the following <ul style="list-style-type: none"> • Hold a graduate degree in religion or philosophy. • Hold a JD. • Hold a master's degree in a business discipline.
BUSN 4990	Business Policy <ol style="list-style-type: none"> 1. Hold a PhD or master's degree in strategy. 2. Hold an out-of-field PhD with an emphasis in strategy. 3. Hold a master's degree in a business discipline with at least 18 graduate hours in strategy. 4. Hold a master's degree in a business discipline and have five or more years of professional experience in a leadership position responsible for overall corporate strategy.
BUSN (Graduate): Unless otherwise noted, to teach any graduate BUSN course (#s 5000-6990) an instructor must satisfy one of the following criteria:	
BUSN 5000	Business <ol style="list-style-type: none"> 1. Hold a PhD in business. 2. Hold a master's degree in a business discipline and have three or more years of relevant professional experience.
BUSN 5100	Introduction to Project Management <ol style="list-style-type: none"> 1. Hold a PhD in project management. 2. Hold an out-of-field PhD with a concentration or emphasis in project management. 3. Hold a master's degree in a business discipline and PMP certification. 4. Hold a master's degree in project management and have five or more years of experience in project management. 5. Hold a master's degree in a business discipline and have eight or more years of professional experience in project management.
BUSN 5200	Basic Finance for Managers <ol style="list-style-type: none"> 1. Hold a PhD in accounting or finance. 2. Hold a business-related PhD with a concentration or emphasis in accounting or finance. 3. Hold a master's degree in a business discipline and a CFA or CPA. 4. Hold a master's degree in accounting or finance with five or more years of experience in accounting or finance 5. Hold a master's degree in a business discipline with at least 18 hours of graduate coursework in accounting or finance and have five or more years of professional experience in accounting or finance.

BUSN 5210	Financial Management and Budgeting in Nonprofits <ol style="list-style-type: none"> 1. Hold a PhD in accounting or finance. 2. Hold a PhD in a business discipline with a concentration or emphasis in accounting or finance. 3. Hold a master's degree in a business discipline and a CFA or CPA. 4. Hold a master's degree in accounting or finance with five or more years of experience in non-profit oriented accounting or finance 5. Hold a master's degree in a business discipline with at least 15 hours of graduate coursework in accounting or finance (including the assigned course) and have five or more years of professional experience in non-profit oriented accounting or finance.
BUSN 5220	Global Supply Change Management <ol style="list-style-type: none"> 1. Hold a PhD in operations management (OM), supply chain management (SCM) or related. 2. Hold an out-of-field PhD with a concentration or emphasis in OM, SCM or related and at least 18 hours of graduate coursework in OM or SCM. 3. Hold a master's degree in a OM, SCM or related and have five or more years of experience in OM or SCM. 4. Hold a master's degree in a business discipline, have relevant professional certification and five or more years of experience in OM or SCM.
BUSN 5250	Enterprise Systems <ol style="list-style-type: none"> 1. Hold a PhD in management information systems (MIS) or related discipline. 2. Hold an out-of-field PhD with a concentration or emphasis in MIS with at least 18 graduate credit hours in MIS. 3. Hold a master's degree in a MIS or related and have five or more years of experience in information systems. 4. Hold a master's degree in a business discipline, have relevant professional certification and five or more years of professional experience in MIS.
BUSN 5300	Project Procurement Management <ol style="list-style-type: none"> 1. Hold a PhD in project management (PM), supply chain management (SCM) or procurement. 2. Hold an out-of-field PhD with a concentration or emphasis in PM, SCM or procurement. 3. Hold a master's degree in a business discipline and PMP certification 4. Hold a master's degree in PM, SCM or procurement and have five or more years of experience in PM, SCM or procurement. 5. Hold a master's degree in a business discipline and have eight or more years of professional experience in PM, SCM or procurement.
BUSN 5600	Accounting Theory and Practice <ol style="list-style-type: none"> 1. Hold a PhD in accounting or a PhD in a business discipline with an emphasis or concentration in accounting. 2. Hold a master's degree in accounting. 3. Hold a master's degree in a business discipline with at least 18 graduate credit hours in accounting. 4. Hold a master's degree in a business discipline with a bachelor's degree in accounting and five or more years of professional experience in accounting. 5. Hold a graduate degree and a CPA or CMA.

BUSN 5620	Current Economic Analysis <ol style="list-style-type: none"> 1. Hold a PhD in economics. 2. Hold an out-of-field PhD with an emphasis in economics. 3. Hold a master's degree in economics. 4. Hold an out-of-field master's degree with at least 15 hours of graduate coursework in economics. 5. Hold a master's degree in a closely related discipline with a BS or BA degree in economics and five or more years of professional experience involving economic analysis.
BUSN 5630	Business Law Hold a JD.
BUSN 5700	Advances in Project Management See BUSN 5100
BUSN 5760	Applied Business Statistics <ol style="list-style-type: none"> 1. Hold a PhD in statistics or related discipline. 2. Hold an out-of-field PhD with a concentration or emphasis in statistics or with at least 18 graduate hours in statistics. 3. Hold a master's degree in statistics and have five or more years of experience in data analysis. 4. Hold a master's degree in a business discipline, have at least 18 hours of graduate coursework in statistics and five or more years of professional experience in data analysis.
BUSN 6050	Macroeconomic Analysis <ol style="list-style-type: none"> 1. Hold a PhD (or ABD) in economics. 2. Hold an out-of-field PhD with at least 15 hours of graduate coursework in economics. 3. Hold a master's degree in economics with five or more years of professional experience in economic analysis. 4. Hold a master's degree in a closely related discipline with at least nine hours of graduate coursework in economics and five or more years of professional experience involving economic analysis.
BUSN 6070	Management Accounting <ol style="list-style-type: none"> 1. Hold a PhD in accounting. 2. Hold a PhD in a business discipline with an emphasis or concentration in accounting. 3. Hold a master's degree in accounting with at least eight years of professional experience in management/cost accounting. 4. Hold a master's degree in a business discipline with a CPA or CMA.
BUSN 6080	Business Information Systems <ol style="list-style-type: none"> 1. Hold a PhD in management information systems (MIS) or related discipline. 2. Hold a PhD in a business discipline with an emphasis in MIS. 3. Hold a master's degree in MIS and five or more years of professional experience in information systems. 4. Hold a master's degree in a business discipline with eight or more years of experience in information systems.

BUSN 6100	Quantitative Business Analysis <ol style="list-style-type: none"> 1. Hold a PhD in mathematics, statistics, operations research or related discipline. 2. Hold an out-of-field PhD with a concentration or emphasis in mathematics, statistics, operations research or related discipline or with at least 18 hours of graduate coursework in these areas. 3. Hold a master's degree in in mathematics, statistics, or operations research and have five or more years of related experience. 4. Hold a master's degree in a business discipline, have at least 18 hours of graduate coursework in mathematics, statistics, or operations research and five or more years of related experience.
BUSN 6110	Operations and Project Management <ol style="list-style-type: none"> 1. Hold a PhD in operations management (OM), supply chain management (SCM), industrial engineering (IE) or operations research (OR). 2. Hold an out-of-field PhD with a concentration or emphasis in OM, SC, IE or OR. 3. Hold a master's degree in a OM, SCM, IE, or OR and have five or more years of related experience. 4. Hold a master's degree in a business discipline and eight or more years of professional experience in OM, SCM, IE or OR.
BUSN 6120	Managerial Economics See BUSN 6050
BUSN 6150	Business Communications and Technology Have eight or more years of professional experience in corporate communication, public relations or journalism and hold a graduate degree in a business discipline.
BUSN 6160	Integrated Business Processes and ERP <ol style="list-style-type: none"> 1. Hold a PhD in management information systems (MIS), operations management (OM) or related discipline. 2. Hold an out-of-field PhD with a concentration or emphasis in MIS or OM with at least 18 graduate credit hours in MIS. 3. Hold a master's degree in a MIS, OM or related and have five or more years of professional experience in information systems. 4. Hold a master's degree in a business discipline, have relevant professional certification and five or more years of experience in MIS.
BUSN 6180	Configuration of ERP Systems See BUSN 6160.
BUSN 6200	Strategy and Competition <ol style="list-style-type: none"> 1. Hold a PhD in Strategy. 2. Hold an out-of-field PhD with an emphasis in Strategy. 3. Have five or more years of relevant experience (top management level of ongoing, successful company; therefore, no start-ups or family businesses) and one of the following: <ul style="list-style-type: none"> • Hold a master's degree in strategy. • Hold a MBA degree with an emphasis in strategy. • Hold a master's degree in a business discipline with at least 18 graduate credit hours in strategy.

ECON: To teach an undergraduate course with an ECON prefix an instructor must satisfy one of the below criteria:	
	<ol style="list-style-type: none"> 1. Hold a PhD in economics. 2. Hold an out-of-field PhD with an emphasis in economics. 3. Hold a master's degree in economics. 4. Hold an out-of-field master's degree with at least 18 hours of graduate coursework in economics. 5. Hold a master's degree in a closely related discipline with a BS or BA degree in economics and five or more years of professional experience involving economic analysis.
FINC (Undergraduate): To teach an undergraduate course (#s 1000-4990) with a FINC prefix an instructor must satisfy one of the below criteria:	
	<ol style="list-style-type: none"> 1. Hold a PhD in finance. 2. Hold a PhD in a business discipline with an emphasis in finance. 3. Hold a master's degree in finance. 4. Hold a business-related master's degree with at least 18 graduate hours of coursework in finance. 5. Hold a master's degree in a business discipline and CFA certification. 6. Hold a master's degree in a business discipline, have completed at least 9 hours of graduate coursework in finance (including the assigned course), and have five or more years of professional experience directly related to the assigned course.
FINC (Graduate): To teach an Graduate course (#s 5000-6990) with a FINC prefix an instructor must satisfy one of the below criteria:	
	<ol style="list-style-type: none"> 1. Hold a PhD in finance. 2. Hold a PhD in a business discipline with an emphasis in finance. 3. Hold a master's degree in finance and have five or more years of professional experience directly related to the assigned course. 4. Hold a business-related master's degree with at least 15 graduate hours of coursework in finance (including the assigned course) and have five or more years of professional experience directly related to the assigned course. 5. Hold a master's degree in a business discipline and CFA certification.
HLTH: Unless otherwise noted, to teach any graduate HLTH course (#s 5000-6990) an instructor must satisfy one of the following criteria:	
	<ol style="list-style-type: none"> 1. Hold a PhD in health administration or healthcare management. 2. Hold an out-of-field PhD in a business-related discipline with an emphasis in health administration or health care management. 3. Have five or more years of professional experience working in the area of teaching responsibility in a hospital or health organization and meet one of the following criteria: <ul style="list-style-type: none"> • Hold a MHA. • Hold a master's degree in a related area of health care management. • Hold a master's degree in a business discipline.

HLTH 5120	Issues in Health Policy
	<ol style="list-style-type: none"> 1. Hold a PhD in health administration or healthcare management. 2. Hold an out-of-field PhD in a business-related discipline with an emphasis in health administration or health care management. 3. Have five or more years of professional experience in health care regulation, policy development or the political process relating to health care and hold either a MHA or a master's degree in a related area of health care management.
HLTH 5140	Health Administration Law
	Have five or more years of professional experience involving legal issues in health care and hold a JD.
HLTH 6000	Integrated Studies in Health Administration
	<ol style="list-style-type: none"> 1. Hold a PhD in health administration or healthcare management. 2. Hold an out-of-field PhD in a business-related discipline with an emphasis in health administration or health care management. 3. Have five or more years of professional experience as a manager or consultant dealing with various levels of management with respect to health services or health care management issues and hold either a MHA or a master's degree in a related area of health care management.
INTB: Unless otherwise noted, to teach any graduate INTB course (#s 5000-6990) an instructor must satisfy one of the following criteria:	
	<ol style="list-style-type: none"> 1. Hold a PhD in international business. 2. Hold a PhD in a business-related discipline including at least 9 hours (inclusive of the assigned course) of graduate work in the area of assigned teaching responsibility. 3. Hold a master's degree in international business and have five or more years of professional experience directly related to the area of assigned teaching responsibility. 4. Hold a master's degree in a business discipline with at least 9 hours of graduate course work in the area of assigned teaching responsibility (inclusive of the assigned course) and have five or more years of professional working experience directly related to area of teaching responsibility. 5. Hold a master's degree in a business discipline and have eight or more years of professional work experience (including government authorized training) directly related to the area of teaching responsibility.
INTB 5600	International Accounting <ol style="list-style-type: none"> 1. Hold a PhD in accounting. 2. Hold a PhD in an international business-related discipline with a concentration in accounting. 3. Have five or more years of professional experience in international financial accounting or international financial reporting in either a public accounting firm or a multinational public corporation or private organization had one of the following: <ol style="list-style-type: none"> a. Hold a master's degree in business discipline and either a CPA or a master's degree in accounting. b. Hold a master's degree in a business discipline with at least 18 hours of graduate course work in accounting and at least 6 hours of international business coursework.

INTB 5630	International Law and Business <ol style="list-style-type: none"> 1. Hold a JD. 2. Hold a graduate degree in international business and have five or more years of professional experience directly related to the area of assigned teaching responsibility. 3. Hold a graduate degree in a business discipline with at least 9 hours of graduate course work in the area of assigned teaching responsibility (inclusive of the assigned course) and have five or more years of professional working experience directly related to area of teaching responsibility. 4. Hold a master's degree in a business discipline and have eight or more years of professional work experience (including government authorized training) directly related to the area of teaching responsibility.
INTB 5720	International Trade and Finance <ol style="list-style-type: none"> 1. Hold a PhD or ABD in economics. 2. Hold an out-of-field PhD in with at least 15 hours of graduate level economic coursework. 3. Hold a master's degree in economics with at least five years of professional experience involving economic analysis. 4. Hold a closely related master's degree with at least 9 hours of graduate level economics coursework and at least five years of professional experience involving economic analysis.
INTB 5910	European and United States Economic Thought <ol style="list-style-type: none"> 1. Hold a PhD or ABD in economics. 2. Hold an out-of-field PhD in with at least 15 hours of graduate level economic coursework. 3. Hold a master's degree in economics with at least five years of professional experience involving economic analysis. 4. Hold a master's degree in a closely related field with at least 9 hours of graduate level economics coursework and at least five years of professional experience involving economic analysis.
INTB 5920	Japanese and United States Economic Thought <ol style="list-style-type: none"> 1. Hold a PhD or ABD in economics. 2. Hold an out-of-field PhD in with at least 15 hours of graduate level economic coursework. 3. Hold a master's degree in economics with at least five years of professional experience involving economic analysis. 4. Hold a closely related master's degree with at least 9 hours of graduate level economics coursework and at least five years of professional experience involving economic analysis.