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University of California, Riverside
Mission Statement

The University of California, Riverside serves the needs and enhances the quality of life of the diverse people of California, the nation and the world through knowledge – its communication, discovery, translation, application, and preservation. The undergraduate, graduate and professional degree programs, research programs, and outreach activities develop leaders who inspire, create, and enrich California’s economic, social, cultural, and environmental future.

This guide has been created to assist you with transitioning to UCR’s Business Program. Our goal is to provide you with some of the tools necessary to be successful at UCR. However, please keep in mind that this handbook is not intended to replace the UCR General Catalog nor the UCR Schedule of Classes. The UCR General Catalog explains all UCR requirements, policies, and procedures. The UCR Schedule of Classes includes course offerings for the quarter as well as a calendar for the entire academic year including important dates and deadlines. Please contact your advisor should you have any questions regarding this handbook or any of the above-mentioned resources.
A Welcome from the Dean

Dear Student:

Welcome to the undergraduate business program at the University of California, Riverside.

You have made the right decision in coming to the School of Business Administration. SoBA and UCR are at the center of growth in the U.S. economy – growth in population, growth in the economy, growth in connection to world markets, growth and access to developing industries like biotech, information technology and entertainment, growth in entrepreneurship, and growth in new business ventures.

Education is also about growth. Through our undergraduate program you will experience first-hand the opportunity for personal growth that is designed to mold the future leaders of business and society. At SoBA we are educating future leaders who will shape the larger society in which we live. Your opportunities with a SoBA education will be limited only by your own ambition and creativity. We will help you cultivate both.

Riverside is a hidden gem in the Inland Empire which combines the friendliness of a small town and yet affords the opportunities available in a large metropolis.

Our exceptional staff in the Office of Undergraduate Business Programs located on the second floor of Olmsted Hall in the center of campus will assist you in getting settled here and provide you with a comprehensive plan to obtain your degree in a timely manner and to transition to your first job.

We will do great things together. Again, welcome to SoBA and the undergraduate business program. I look forward to meeting you.

Warm regards,
Yunzeng Wang, Ph.D.
Distinguished Professor and Dean
School of Business Administration
University of California, Riverside
SoBA Mission and Vision

Our Mission
Our mission at the UCR School of Business Administration (SoBA) is to develop diverse leaders, propel research-based innovation, and promote the sustainable growth of Inland Southern California within the global economy. We harness the powerful resources of UC and our location at the nexus of commerce to create a laboratory for education, research, and productive partnerships across economic enterprises.

Our Vision
Our vision is to develop world-class leaders and scholars who are as diverse as the challenges they face and the enterprises they grow. SoBA will become a premier center of management research and education with a distinctive focus on developing the knowledge, skills, and tools required to lead and manage growth.

AACSB Assurance of Learning Standards

The UCR School of Business Administration is accredited by AACSB International – The Association to Advance Collegiate Schools of Business. AACSB accreditation represents the highest standard of achievement for business schools, worldwide. Institutions that earn AACSB accreditation confirm their commitment to quality and continuous improvement through a rigorous and comprehensive peer review. AACSB International accreditation is the hallmark of excellence in management education.

Each AACSB-Accredited business school defines specific learning goals for its own students. These learning goals are known as the Assurance of Learning Standards. The UCR School of Business Administration Assurance of Learning Standards for our undergraduate business students are the following:

Learning Goal #1: Problem Solving Skills
- Students will be able to use a variety of theoretical perspectives to identify and critically evaluate implications of business decisions for organizational stakeholders (e.g., customers, colleagues, employees, stockholders, suppliers, foreign governments, communities, cultures, regulatory agencies) and the natural environment.

Learning Goal #2: Professional Integrity / Ethical Reasoning Skills
- Students will be able to recognize ethical issues, demonstrate familiarity with alternative frameworks for ethical reasoning, and discern trade-offs and implications of employing different ethical frames of reference when making business decisions.

Learning Goal #3: Global Context Skills
- Students will be conversant with major economic, social, political, and technological trends and conditions influencing foreign investment and development of the global economy; and also demonstrate an understanding of the cultural, interpersonal and analytical competencies required for engaging in global business activities.

Learning Goal #4: Written Communication Skills
- Students will demonstrate proficiency in written communications by creating written documents that are clearly written, with appropriate content and conclusions.
Welcome to UCR’s Business Program!

Dear Student:

We want to welcome you to UCR and the Undergraduate Business Programs Office. Our office is the one-stop shop for most of your academic and co-curricular needs. We encourage you to come and meet with your academic advisor for a comprehensive advising session. They will advise you on a number of issues including course-scheduling, taking a balanced load each quarter, availability of courses, transfer articulation issues, the importance of management training/internships, opportunities for going abroad, joining student organizations and, of course, any unique situation that you might face.

As you can see from the variety of issues our advisors deal with, we believe in a comprehensive and holistic advising system, which not only addresses your immediate needs but also challenges you to look beyond graduation. During your time at UCR, as you pursue the Business Administration degree, we want to draw your attention to the fact that, in addition to doing well in your classes, your success also depends on taking full advantage of the services available at UCR. We have a special partnership with UCR’s Career Center. Counselors from the Career Center are here to assist you on certain days in our offices in Olmsted Hall.

To us, each student is unique. Our advisors will listen to you and will help you decide which path you want to take. They will provide you with a “map” which will enable you to go on that overseas program, complete one or more management training/internships to prepare you for that first job, and hone those leadership skills which will make you stand out from the rest of your peers when you start your career.

Part of going to college is asking the right kind of questions. Remember that the quality of the response you get is directly proportional to the types of questions you ask. We encourage you to be curious, ask a lot of questions, engage with faculty, advisors, and your peers, and have the best time while you are at UCR. We expect all of you to be successful in business, become leaders in your field, and give back to your community. When you are ready to graduate, we encourage you to let us know what worked for you, and what processes and policies could be improved upon to make your learning experience a memorable one. Welcome again; we consider you to be part of the UC Riverside and SoBA family for life!

Sincerely,
The Undergraduate Business Programs Office Team
Nuts and Bolts of Advising

Where is my Academic Advisor?
Business Administration and Business Preparation students are advised through the Undergraduate Business Programs Office located on the second floor of Olmsted Hall, Suite 2340. The Undergraduate Business Programs Office serves as both your major and college office.

Freshman and sophomore Pre-Business students are advised through the College of Humanities, Arts, and Social Sciences at 3400 HMNSS.

Why do I need to see my Academic Advisor?
- To get assistance in making academic and career choices
- To receive more information about the Business major and the concentrations available
- To inquire about the progress with degree requirements
- To get assistance in goal setting and exploration
- To receive help with developing strategies to improve academic performance
- To get questions answered about policies and procedures
- To obtain referrals and advice about campus resources
- To request articulation of non-UCR courses
- To remove registration holds

What kind of questions should I ask my Academic Advisor?
- How can I find information about a course?
- What courses should I take?
- How many units should I take?
- When will the courses I need be offered?
- What do you think about this tentative course schedule?
- Should I drop or add a course? How?
- How can I find out about career possibilities or off-campus educational opportunities?
- Will you help me plan possible majors and/or minors that will complement my interests?

E-mail Your Advisor:
All students have an R’Mail account that must be used for all UCR correspondence. Be sure to always include your name and student ID in all correspondence.

Heather Killeen (A-E and YZ)
heather.killeen@ucr.edu

Elizabeth Tisdale (F-K and U-X)
elizabeth.tisdale@ucr.edu

Lata Patel (L-O and T)
lata.patel@ucr.edu

Heather Luth (P-S)
heather.luth@ucr.edu

(Caseload subject to change)

Schedule an Appointment:
If you would like to meet with your academic advisor outside of our drop-in hours and/or you have a more complex question to ask, please call our office to schedule an appointment. Our number is 951-827-4551.
Defining Our Roles: Advisor-Student Expectations

**UC Riverside Advising Mission Statement**

The mission of academic advising at UC Riverside is to form dynamic partnerships between our academic advisors and our students, assisting them in clarifying and meeting their educational and personal goals through realistic self-appraisal. Through this partnership, academic advising contributes to the University’s mission of producing graduates equipped with high-level academic skills and the ability to engage in the broader society.

**Our Advising Bill of Rights**

My role as your advisor:

- Your time is valuable; therefore, I will give you my full and undivided attention during your advising appointment or phone call.
- I realize that your needs and questions are important and will therefore answer all communications in a timely manner.
- I view our relationship as a partnership and as such, I will provide you with the tools and resources you need to make sound decisions regarding your education and future.
- I will keep myself informed about university policy, degree requirements and resources available on campus so that I can answer your questions in a clear and concise manner. If I do not know the answer to your questions, I will seek it out or refer you to the source that will best assist you.

Your role as a student:

- My time is valuable, therefore, I expect you to arrive at appointments on time and prepared.
- I expect you to keep informed about UCR policies and deadlines and to ask me questions if you are unsure about how to interpret this information or where to find it.
- Our relationship is a partnership, therefore, I expect you to use the advising tools at your disposal and to ask questions about your educational path and career aspirations.
- Your education is ultimately your responsibility and I expect you to hold yourself accountable for your actions and bear any consequences which might result from your inactions.
A Note on Academic Integrity

At the School of Business Administration, we believe in giving you a solid educational foundation to be leaders of industry, in your community, and in any venue that you choose to pursue as a career. A leader leads most effectively by example. One of the most highly valued characteristics of a leader is integrity—both in one’s personal and professional life.

We encourage you to be innovative and creative in your ideas and your inventions. It is important that the work you submit to your professors in any course be your own. Where this work is based on someone else’s work, proper acknowledgements must be documented in the appropriate fashion. At the University of California, Riverside honesty and integrity are fundamental values that guide and inform us as individuals and as a community. The culture of academia requires that each student take responsibility for learning and for producing products that reflect their intellectual potential, curiosity, and capability. Students must represent themselves truthfully, claim only work that is their own, acknowledge their use of others’ words, research results, and ideas, using the methods accepted by the appropriate academic disciplines and engage honestly in all academic assignments. Anything less than total commitment to honesty circumvents the contract for intellectual enrichment that students have with the University to become an educated person, undermines the efforts of the entire academic community, and diminishes the value of an education for everyone, especially for the person who cheats.

Please be aware that integrity is paramount in the education that we provide here at UCR. It is also a concept that must be embraced in its whole rather than in a piecemeal fashion. For instance, you are cheating if you are looking at someone’s test during an exam. You are equally culpable if you are not taking any measures to shield your answers from your classmate’s roving eyes.

Both students and faculty are responsible for insuring the academic integrity of the University. Academic misconduct is any act that does or could improperly distort student grades or other student academic records.

Always remember that one of the signature characteristics of a true leader is integrity. At SoBA, we strive to produce true leaders!
Course Enrollment and Registration

Students enroll in courses, run degree checks, verify billing and financial aid via GROWL (http://growl.ucr.edu). A computer lab is available in our office inside Olmsted 2339 for students to use for academic purposes.

Useful Registration Links:

This web site has a wealth of information, and we encourage you to take time to explore this site and familiarize yourself with the information within its pages. Some of the more critical pages you should refer to include:

**Search for Classes** ([http://student08.ucr.edu/em/classes/ScheduleNew/Index.aspx](http://student08.ucr.edu/em/classes/ScheduleNew/Index.aspx))
This is the searchable database of all courses offered for the current and upcoming quarters

**About Enrollment** ([registrar.ucr.edu/registrar/registering-for-classes/default.aspx](http://registrar.ucr.edu/registrar/registering-for-classes/default.aspx))
This section provides critical information, including:
- Step-by-step instructions for enrolling in courses through GROWL
- Making adjustments to your schedule

How do I enroll in closed classes?

SoBA instructors have no enrollment management authority. SoBA utilizes the Registrar’s Office electronic waitlist option for BUS courses on GROWL during the first two weeks of the quarter.

Remember that being waitlisted is not a guarantee of enrollment.

During the 3rd week, you may submit a request to add courses through MyForms ([http://myforms.ucr.edu](http://myforms.ucr.edu)). Students are added to courses in the 3rd week on a space-available basis only. You must submit the request online at the MyForms website and print out the form. The instructor must sign the form and then the form is submitted to the Undergraduate Business Programs Office for consideration.

OCR: The Online Course Request registration process

Students may be required to submit an Online Course Request (OCR) to enroll in Upper-Division Business courses. We review our course availability and projected demand before each upcoming quarter. When the demand is expected to exceed the seats available in a course, we will require students to submit an OCR to enroll in that course. This OCR process is used to ensure that certain students (especially those close to graduation and who need the course to fulfill major requirements) are given priority to enroll in the course.

We will notify you via R'Mail before each enrollment period about the OCR process. Therefore, it is crucial that you check your R'Mail on a daily basis for important information from our office.
Academic Success Tips

What does it take to be a successful college student? There are many characteristics we use to describe a successful student: determined, motivated, intelligent, etc. But beyond personal attributes, to be a successful college student, it is essential to understand the policies and procedures of the university, get involved on campus, use your time management skills, and know when and where to ask for help.

➢ Attend Classes
You need to be engaged in the course content to learn.

➢ Be Prepared
Read materials before class, study and complete assignments on time.

➢ Understand that being a Student is a Full-Time Job
Earning your degree is challenging and requires your time and efforts, but it is rewarding when you have been successful. At the university, students are in class approximately 12 -16 hours, but are expected to spend approximately 32 hours outside of class to read and complete assignments.

➢ Get to Know Your Professors and Advisors
Professors are a great source of information and advice, and a valuable reference for graduate school or getting that first job. Visit with your instructors after class and during office hours so they can get to know you.

Also make sure you visit with your academic advisor as they are there to help you succeed academically and are a great source of referral information.

➢ Use Your Syllabus to Plan Your Quarter
Your syllabus will have the instructors expectations and contact information.

➢ Balance and Budget Your Time
Invest in some type of calendar and post each of your assignments and deadlines as outlined on each course syllabus. Also, eating nutritious food, exercising, and getting enough rest are essential to academic success and mental health.

➢ Get Involved in Campus Life
Join organizations, play sports, attend a concert or event – the more involved you are in campus life, the more opportunities will present themselves to you.

➢ Avoid “Street Advising”
Do not use hearsay or rumor as a guide for academic information. Talk with your advisor, read the General Catalog, or consult with an academic department to address your questions.

➢ Utilize All Campus Resources
There are many resources on campus. Become familiar with them and use them to support your studies.
Important Dates and Deadlines

Students are responsible for being aware of and following all published dates and deadlines.

All students are held to the established deadlines on the Academic Calendar. The most up-to-date calendar can be found at: http://registrar.ucr.edu/registrar/academiccalendar/default.aspx

Some of the important deadlines each quarter are listed below.

<table>
<thead>
<tr>
<th>Last Day To:</th>
<th>Deadline:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Add/Drop Classes on GROWL</td>
<td>End of 2nd Week</td>
</tr>
<tr>
<td>Add a Class or Go as a Part-Time</td>
<td>End of 3rd Week</td>
</tr>
<tr>
<td>Student via MyForms</td>
<td></td>
</tr>
<tr>
<td>Withdraw from a course with a “W”</td>
<td>End of 6th Week</td>
</tr>
<tr>
<td>via MyForms</td>
<td></td>
</tr>
<tr>
<td>Change a course’s grading basis</td>
<td>End of 8th Week</td>
</tr>
<tr>
<td>via MyForms</td>
<td></td>
</tr>
<tr>
<td>Withdraw from the Quarter via</td>
<td>End of 10th Week</td>
</tr>
<tr>
<td>an appointment with your Advisor</td>
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</tbody>
</table>

MyForms – The Electronic Enrollment Adjustment Form

Through the end of the 2nd Week, all changes to your schedule are made online through GROWL.

After the 2nd week, changes to your schedule are made through the MyForms website. The deadline to submit your enrollment adjustment request through MyForms is by Noon (12 p.m.) on the stated deadline date.

The MyForms site can be found at: http://myforms.ucr.edu.

Quarterly Events

**Fall 2015:**
- October 2nd - SoBA Transfer Student Pizza Party
- October 8th - SoBA Social (SLC)
- December 1st - Apply to Student Ambassador program
- Finance and Accounting Job Fair*
- Career Expo: Diversity Job Fair*
- Various SoBA workshops*

**Winter 2016:**
- March 1st - Apply to Student Ambassador program
- Internship and Non-Profit Job Fair*
- Various SoBA Workshops*

**Spring 2016:**
- April 27th - Scholarship Ceremony
- April 1st - Apply to Transfer Peer Mentor program
- June 8th - Beta Gamma Sigma Ceremony
- Spring Job Fair*
- Last Chance Job Fair*
- Various SoBA workshops*

*Information about Career Center and SoBA events can be found at: http://careers.ucr.edu/ or at our various social media sites.
SoBA Breadth Requirements

Students who are IGETC certified do not need to complete UCR requirements. Only students who do not have IGETC certification need to follow the worksheet below. Keep in mind that courses that you have completed towards GE at your prior school will be used towards the requirements below.

Breadth Requirements for a Bachelor of Science in Business Administration
Requires 180-quarter units minimum to graduate. No more than 6 units of PE activity work for unit requirement. A course is defined to be a block of instruction, which carries 4 or more quarter units of credit (3 semester units \( \times 1.5 = 4.5 \) quarter units). **Breadth may be satisfied for transfer students with IGETC certification from a California Community College.**

**English Composition:** To be completed with no grade lower than ‘C’

<table>
<thead>
<tr>
<th>Course</th>
<th>Grade</th>
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<tbody>
<tr>
<td>ENGL 1A</td>
<td></td>
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<tr>
<td>ENGL 1B</td>
<td></td>
</tr>
<tr>
<td>ENGL 1C</td>
<td></td>
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</tbody>
</table>

**Foreign Language:** Level 3 or 12 quarter units (Minimum grade of ‘C’)

<table>
<thead>
<tr>
<th>Language to be used</th>
<th>Placement Exam</th>
<th>H.S. Language/Yrs</th>
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**Ethnic Studies:** (May also be used to satisfy a course requirement in the Humanities or Social Sciences; *Humanities=ETST 1/3/4/5/7/8/12/14/61) *

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<tr>
<th>Course</th>
<th>Grade</th>
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<tbody>
<tr>
<td>ETST 1/3/4/5/7/8/12/14/61</td>
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</table>

**Humanities: 5 courses (20 units)**

One course in World History (HIST 10, 15 or 20)

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<thead>
<tr>
<th>Course</th>
<th>Grade</th>
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<tbody>
<tr>
<td>World History</td>
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</table>

One course in one of the following:

- Fine Arts (Art, Art Hist, Dance, FVC, Music, Theatre, or Creative Writing), Literature (in any language), Philosophy or Religious Studies
- History, HASS Interdisciplinary, Ethnic Studies,
- Foreign Languages (above level 3), Latin American Studies,
- Linguistics, Women’s Studies (not WS 1)

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<thead>
<tr>
<th>Course</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>Fine Arts/Lit/PHIL/RLST</td>
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**Social Sciences: 4 courses (16 units)**

One course from: Economics or Political Science

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<thead>
<tr>
<th>Course</th>
<th>Grade</th>
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<tbody>
<tr>
<td>ECON 002</td>
<td>X</td>
</tr>
<tr>
<td>ECON/POSC</td>
<td></td>
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</tbody>
</table>

One course from: Anthropology, Psychology or Sociology

*Includes Biological Anthropology and Physical Anthropology*

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<th>Course</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>ANTH/PSYC/SOC</td>
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</tbody>
</table>

Two additional courses from areas listed above or Human Development, Cultural Geography, Ethnic Studies, Environmental Sciences, HASS Interdisciplinary, Women’s Studies (not WS 10).

<table>
<thead>
<tr>
<th>Course</th>
<th>Grade</th>
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<tbody>
<tr>
<td>ECON 003</td>
<td>X</td>
</tr>
<tr>
<td>ECON 102 or 103</td>
<td>X</td>
</tr>
</tbody>
</table>

**Natural Sciences and Mathematics: 5 courses (20 units)**

One course from: Math/Stat/Computer Science

<table>
<thead>
<tr>
<th>Course</th>
<th>Grade</th>
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<tbody>
<tr>
<td>MATH/STAT/CS</td>
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</table>

One course from: Biological Science

*Biological Science*

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<thead>
<tr>
<th>Course</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>Biological Science</td>
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</table>

One course from: Physical Science

*Physical Science*

<table>
<thead>
<tr>
<th>Course</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>Physical Science</td>
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</table>

Two additional courses from areas listed above or in physical and/or biological science courses offered in the Dept. of Soil and Environ. Sciences

<table>
<thead>
<tr>
<th>Course</th>
<th>Grade</th>
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</thead>
<tbody>
<tr>
<td>STAT 048</td>
<td>X</td>
</tr>
<tr>
<td>CS 008</td>
<td>X</td>
</tr>
</tbody>
</table>
Business Preparation vs. Pre-Business

Except for transfer students who have met all selecting criteria, no other students who start at UCR are admitted directly to the Business Administration major. The Business program is a selecting major, and therefore, students must meet major change criteria before being formally accepted into the program. Refer to the next page for the major change criteria.

Students who are not yet in the major and working towards the Business Administration program fall into three categories: (1) Students who are in other declared majors, (2) Business Preparation students, or (3) Pre-Business students.

Business Preparation (BSPR) and Pre-Business (PRBS) are two separate and distinct categories of students. The distinctions are as follows:

**Business Preparation (BSPR)**
- Designation for **transfer students** that do not meet all of the selecting criteria at the time of admission (eg. Missing IGETC or one or more of the major prerequisites)
- Advised by the Undergraduate Business Programs Office in 2340 Olmsted Hall
- Must complete all major change criteria by the end of the **second quarter** of enrollment
- Complete application process and attend major change workshop. RSVP and attend the workshop at the Undergraduate Business Programs Office

**Pre-Business (PRBS)**
- Designation for **freshman and sophomore students** who started at UCR as freshman, that have not yet completed all selecting criteria
- Advised by CHASS Student Academic Affairs Office in 3400 HMNSS
- Must complete all major change criteria no later than earning 110 units
- Complete application process and attend major change workshop. RSVP and attend the workshop through the Pre-Business Program in CHASS
Getting into the Major

Business Administration is a selecting major and students must meet all requirements to be accepted into the major.

1) All business prerequisites must be completed.

2) All breadth requirements or IGETC must be completed (with the exception of ENGL 1C and foreign language, which you must complete by the time you graduate).

3) Students must have a UCR GPA of a 2.70 (with a 2.50 minimum in the major prerequisite courses, and a 2.00 in any upper-division courses attempted).

4) Students must be admitted to the major by the time they reach 110 units. Students exceeding 110 units may petition to be accepted up to a maximum of 120 units. Exception: Business Prep (BSPR) transfer students have two quarters to complete requirements, regardless of units.

5) Students must attend a mandatory application workshop in the quarter that they are completing all requirements to be eligible to enter the program.

Major Prerequisites for BSAD major:
(2.50 minimum GPA)

- BUS 10: Intro to Business
- BUS 20: Financial Accounting & Reporting
- CS 8: Intro to Computing
- ECON 2: Intro to Macroeconomics
- ECON 3: Intro to Microeconomics
- MATH 22: Calculus for Business
- STAT 48: Statistics for Business
- ECON 102: Microeconomic Theory or ECON 103: Macroeconomic Theory
The Business Major

Part One – The Core

All Business Administration students must complete ten (10) courses from BUS 100W through 109:

- **BUS 100W: Management Writing and Communication.** Focuses on writing and communication methods in a business environment. Topics include written and oral presentations, interpersonal skills, teamwork in a multicultural setting, and effective use of communication technologies. Fulfills the third-quarter writing requirement for students who earn a grade of “C” or better.

- **BUS 101: Information Technology Management.** Topics include computer hardware and software, business data processing, databases, telecommunications, systems analysis and design, cost-benefit analysis, and systems applications in business. Includes database and spreadsheet projects.

- **BUS 102: Ethics and Law in Business and Society.** Analyzes the legal, ethical, political, and social aspects of the business environment. Topics include ethics and social responsibility, government regulation, corporate governance, and global management issues.

- **BUS 103: Marketing and Distribution Management.** An introduction to the role of marketing in society with emphasis on concepts, marketing methods, and institutions.

- **BUS 104: Decision Analysis and Management Science.** A survey of deterministic and probabilistic models for decision making. Topics include linear programming and extensions, networks, dynamic programming, decision trees, queuing models, and simulation. Explores the application of these models in decision making.

- **BUS 105: Production and Operations Management.** Deals with the issues of design and control of production systems in manufacturing and service organizations. Covers product and process selection, capacity planning, location and layout design, project and job scheduling, inventory control, material planning, and quality control.

- **BUS 106: Financial Theories and Markets.** An introduction to financial management and financial institutions. Includes time value of money, stock and bond valuation, risk and return, portfolio theory, capital budgeting, capital structure, dividend policy, and financial databases.

- **BUS 107: Organizational Behavior.** Studies organizations from the behavioral science perspective. Topics include motivation, leadership, communication, groups, organization structure and culture, and control in complex organizations.

- **BUS 108: Financial Evaluation and Managerial Analysis.** Study of accounting data used for managerial planning and controlling of business operations. Provides an introduction to manufacturing operations and cost accounting systems, cost-volume-profit analysis, relevant costing, standard costing and variance analysis, as well as budgeting.

- **BUS 109: Competitive and Strategic Analysis.** An integrative course which provides an understanding of strategic decision-making processes in organizations, the interrelationships among functional areas, and how decision making is affected by internal and external environments.
The Business Major
Part Two – Concentration and Electives

Concentrations:
Complete five (5) courses chosen from one of the following six concentration options.
To find the requirements for each concentration, see: http://undergradbusiness.ucr.edu/major/course_concentrations.html

- Accounting and Auditing
  A concentration in accounting and auditing can provide a student with career opportunities as an accountant with the big four accounting firms, a certified public accountant, a controller or an account executive with the FBI or the IRS.

- Finance
  The concentration in financial economics provides students with the opportunity to analyze financial markets in the context of domestic and international economic concerns. Areas of specialization include financial planning (CFA), investment banking and other financial services.

- Management
  The concentration in general management is most appropriate for students who have a broad-based interest in the field of management rather than a single area of concentration. This program of study prepares students for careers as leaders of all types of organizations including government, non-profit, and business.

- Information Systems
  Information systems involves the management of an inter-related set of components that collect, process, store and distribute information to support decision-making and control in an organization. Job opportunities include electronic commerce, systems analyst and information systems manager.

- Marketing
  This concentration focuses on the strategic planning and systems development necessary to facilitate the exchanges crucial to modern organizational and business success. Careers in marketing include advertising, product management, public relations, customer service, sales and market analysis, international marketing, and distribution.

- Operations and Supply Chain Management
  Effectively managing a company’s supply chain, which extends from its suppliers, through its organization, and to its customers, is critical to the success and survival of companies in today’s highly competitive marketplace. Supply chain managers are typically involved in making important strategic decisions in a broad range of areas.

Upper-Division Business Electives:
Complete three (3) additional upper-division business courses (BUS) chosen from any concentration. In addition, students can also take approved upper-division Business Alternative courses in other departments such as Economics, Political Science, Psychology, or Sociology to satisfy the Upper-Division Business Elective requirement. The Business Alternative courses change quarterly, so contact your Academic Advisor for an updated list of approved alternative courses.

Note for Transfer Students: Those who have completed a year of accounting at the community-college level very likely have course credit for BUS 108. However, in order to maintain the 72-unit minimum for upper-division coursework, these students must take an extra upper-division business elective, for a total of four (4) upper-division courses.
## 2015-2016 Course Offerings

Tentative Business Course Offerings by Quarter

<table>
<thead>
<tr>
<th>Fall 2015</th>
<th>Winter 2016</th>
<th>Spring 2016</th>
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</thead>
<tbody>
<tr>
<td>BUS 10 – Introduction to Business</td>
<td>BUS 10 – Introduction to Business</td>
<td>BUS 20 – Financial Acctg and Reporting</td>
</tr>
<tr>
<td>BUS 21 – Generation of Fin Acctg Info</td>
<td>BUS 21 – Generation of Fin Acctg Info</td>
<td>BUS 100W – Mgmt Writing and Comm</td>
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<tr>
<td>BUS 100W – Mgmt Writing and Comm</td>
<td>BUS 100W – Mgmt Writing and Comm</td>
<td>BUS 101 – Information Tech Mgmt</td>
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<td>BUS 101 – Information Tech Mgmt</td>
<td>BUS 101 – Information Tech Mgmt</td>
<td>BUS 102 – Ethics and Law in Bus/Mgmt</td>
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<tr>
<td>BUS 102 – Ethics and Law in Bus/Mgmt</td>
<td>BUS 103 – Marketing and Distrib Mgmt</td>
<td>BUS 103 – Marketing and Distrib Mgmt</td>
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<tr>
<td>BUS 103 – Marketing and Distrib Mgmt</td>
<td>BUS 104 – Decision Analysis and Mgmt</td>
<td>BUS 104 – Decision Analysis and Mgmt</td>
</tr>
<tr>
<td>BUS 104 – Decision Analysis and Mgmt</td>
<td>BUS 105 – Production and Operations Mgmt</td>
<td>BUS 105 – Production and Operations Mgmt</td>
</tr>
<tr>
<td>BUS 105 – Production and Operations Mgmt</td>
<td>BUS 106 – Financial Theories and Mkts</td>
<td>BUS 106 – Financial Theories and Mkts</td>
</tr>
<tr>
<td>BUS 107 – Organizational Behavior</td>
<td>BUS 107 – Organizational Behavior</td>
<td>BUS 108 – Fin Eval/Managerial Analysis</td>
</tr>
<tr>
<td>BUS 109 – Comp and Strategic Analysis</td>
<td>BUS 108 – Fin Eval/Managerial Analysis</td>
<td>BUS 109 – Comp and Strategic Analysis</td>
</tr>
<tr>
<td>BUS 111 – Services Marketing</td>
<td>BUS 109 – Comp and Strategic Analysis</td>
<td>BUS 112 – Consumer Behavior</td>
</tr>
<tr>
<td>BUS 113 – Marketing Institutions</td>
<td>BUS 112 – Consumer Behavior</td>
<td>BUS 117 – Advertising</td>
</tr>
<tr>
<td>BUS 115 – Marketing Research</td>
<td>BUS 114 – Marketing in Global Environment</td>
<td>BUS 118 – Electronic Marketing</td>
</tr>
<tr>
<td>BUS 117 – Advertising</td>
<td>BUS 115 – Marketing Research</td>
<td>BUS 119 – Database Marketing</td>
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<tr>
<td>BUS 126 – Practical Bus Forecasting</td>
<td>BUS 116 – Pricing Strategy &amp; Mgmt.</td>
<td>BUS 124 – Business Analytics</td>
</tr>
<tr>
<td>BUS 129 – Supply Chain Management</td>
<td>BUS 118 – Electronic Marketing</td>
<td>BUS 125 – Simulation for Business</td>
</tr>
<tr>
<td>BUS 134 – Corporate Finance</td>
<td>BUS 119 – Database Marketing</td>
<td>BUS 127 – Intro to Quality Improvements</td>
</tr>
<tr>
<td>BUS 136 – Securities and Portfolio Mgmt.</td>
<td>BUS 128 – Project Planning and Control</td>
<td>BUS 129 – Supply Chain Mgmt</td>
</tr>
<tr>
<td>BUS 138 – International Finance</td>
<td>BUS 130 – Supply Chain Modeling</td>
<td>BUS 131 – Fixed Income Securities</td>
</tr>
<tr>
<td>BUS 145 – Conflict and Coop. in Groups</td>
<td>BUS 137 – Investments: Derivatives</td>
<td>BUS 135 – Corp Financial Policy</td>
</tr>
<tr>
<td>BUS 149 – Adv Topics:Mgmt &amp; Dec-Mking</td>
<td>BUS 143 – Judgment and Decision Making</td>
<td>BUS 140E – Current Topics in Finance</td>
</tr>
<tr>
<td>BUS 154 – Business Law</td>
<td>BUS 144 – Negotiation Fundamentals</td>
<td>BUS 144 – Negotiation Fundamentals</td>
</tr>
<tr>
<td>BUS 155 – Managing Human Resources</td>
<td>BUS 146 – Intro to Entrepreneurship</td>
<td>BUS 150 – Corp. Strategic Analy in Multi-Bus Firms</td>
</tr>
<tr>
<td>BUS 165C – Inter Financial Accounting III</td>
<td>BUS 147 – Entrepreneurial Finance</td>
<td>BUS 154 – Business Law</td>
</tr>
<tr>
<td>BUS 166 – Acctg Information Systems</td>
<td>BUS 154 – Business Law</td>
<td>BUS 156 – Leadership Development</td>
</tr>
<tr>
<td>BUS 168A – Individual Taxation</td>
<td>BUS 156 – Leadership Development</td>
<td>BUS 165B – Inter Financial Accounting II</td>
</tr>
<tr>
<td>BUS 169A – Auditing</td>
<td>BUS 165A – Inter Financial Accounting I</td>
<td>BUS 165C – Inter Financial Accounting III</td>
</tr>
<tr>
<td>BUS 198I – Individual Internship</td>
<td>BUS 168A – Auditing</td>
<td>BUS 168B – Federal Taxation</td>
</tr>
<tr>
<td></td>
<td>BUS 169A – Databases for Management</td>
<td>BUS 169B – Qual. Assur. in Auditing</td>
</tr>
<tr>
<td></td>
<td>BUS 174 – Electronic Commerce</td>
<td>BUS 178I – Individual Internship</td>
</tr>
<tr>
<td></td>
<td>BUS 175 – Bus. Data Communications</td>
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</tr>
<tr>
<td></td>
<td>BUS 178I – Individual Internship</td>
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</tr>
</tbody>
</table>

Please note that this page is designed to assist the business administration student to plan his/her schedule. Some courses may not be offered as planned. No warranty is implied. The most updated and accurate list of courses can be found on the UCR Schedule of Classes.
Scholarships and Awards

SoBA recognizes outstanding undergraduate achievement throughout the entire academic year. We encourage all students to strive for these awards. Other awards may be announced through R’Mail during the academic year as well.

**SoBA Departmental Scholarships**

Each year, continuing students are eligible to apply for SoBA scholarships, with awards ranging from $1,000 to $3,500. The application announcement will go out in January 2016.

**University Honors**

Graduation with honors is bestowed as follows, based on class rank by overall UC GPA:

- **Summa Cum Laude** (Highest Honors): Up to top 2 percent
- **Magna Cum Laude** (High Honors): Up to next 4 percent
- **Cum Laude** (Honors): Up to next 10 percent

The GPA cutoff varies each year, but is approximately 3.90 for *Summa Cum Laude*, 3.75 for *Magna Cum Laude*, and a 3.50 for *Cum Laude*.

**Honors at Graduation**

High-achieving students are recognized during the Spring Quarter at an Honors Convocation ceremony. A faculty committee in SoBA selects graduating seniors for the department’s most distinguished awards, including:

- The School of Business Administration Award for Academic and Service Excellence, to one student with significant, exemplary contributions to SoBA
- SoBA Concentration Area Awards, which recognizes the top student with the best overall performance in each concentration area

**Beta Gamma Sigma**

Beta Gamma Sigma is an international honor society that provides the highest recognition for business students across the world at AACSB-accredited schools. In order to be eligible for nomination, juniors and seniors must finish in the top 10-percent of the class, based on overall grade point average at the end of the Winter quarter. The approximate GPA cutoff is a 3.600.

The mission of Beta Gamma Sigma is to encourage and honor academic achievement in the study of business, to foster personal and professional excellence, to advance the values of the Society, and to serve its lifelong members.
Opportunities Beyond the Classroom

Students are encouraged to take advantage of the opportunities available on campus to supplement and enhance their undergraduate experience and professional development. Some of the business-related opportunities include:

**Education Abroad Program**

The Education Abroad Program (EAP) is the University of California’s international study program. All students are encouraged to build EAP into their UC education.

The cost of study on EAP can be close to the cost of studying on campus and is typically far less than the cost of non-UC study abroad programs.

Business students have participated in EAP and completed major coursework across the globe. Some places students have studied recently include Australia, Brazil, China, Ghana, Italy, Japan, Spain and United Kingdom. For more information visit: [http://eapoap.ucr.edu](http://eapoap.ucr.edu).

**SoBA Global Study Program**

Led by Dr. Sean Jasso, business students have the opportunity to spend a week in an intensive seminar abroad, studying country-specific business topics in our SoBA Global Study Programs. This is a perfect opportunity to combine your studies at UCR with real life, international exposure.

During Spring Break 2016, students can go to Oxford, England to study at the University of Oxford. Additional seminars are planned for Mumbai (India) and Istanbul (Turkey), Japan, Rio de Janeiro (Brazil), Vietnam, and Washington D.C./New York City. For more information, contact Dr. Jasso at sean.jasso@ucr.edu.

**SoBA/BCOE Consultancy**

Each winter and spring term, business students team up with engineering seniors in the Bourns College of Engineering to serve as consultants for their senior projects.

Our business students assist the engineering students in producing a comprehensive business plan document to take their senior design projects to the open market. The Consultancy is a fantastic opportunity to translate what you learn in the classroom in a real-world, applied environment.

For more information, contact Dr. Sean Jasso at sean.jasso@ucr.edu.

**SoBA Student Ambassador Program**

The Student Ambassador Program is a great opportunity for undergraduate students to represent SoBA to internal and external constituents. The Student Ambassadors represent the face of the program, assist the school as hosts during official functions, make presentations when required, and act as student liaison with the various communities that SoBA serves both on and off-campus.

Benefits include developing leadership skills, interacting and networking with faculty and community members, and priority registration in Business classes. For more information please contact Lata Patel, SoBA Student Ambassador Program Advisor, at lata.patel@ucr.edu.
Student Organizations
UC Riverside’s student organizations provide students an opportunity to interact both socially and professionally outside the classroom with other students who share the same academic focus. To find the current listing of all UCR student organizations, visit: http://studentlife.ucr.edu

Below are some business-related student organizations:
- Accounting Society – www.asucr.org
- Alpha Kappa Psi – http://www.akpsiriverside.com
- The American Marketing Association – www.amaucr.org
- Association of Latino Professionals in Finance and Accounting (ALPFA) http://www.alpfa.org
- Community of Human Resource Management@UCR - https://highlanderlink.ucr.edu/organization/CHRM_at_UCR
- Delta Sigma Pi – http://ucrds3.wix.com/ucrdsp
- Future Business Leaders of America – www.pblucr.org

Transfer Student Mentor Program
The Transfer Student Mentor Program provides an excellent opportunity for current senior transfer students to guide and coach new transfer students during their first year in the School of Business Administration. Mentors of this program act as leaders, coaches, tutors and role models. Each quarter they will meet with an assigned group of students 4-5 times to help them establish a network at UCR and succeed in their classes. Mentors have the opportunity to run 3-4 workshops during the year that will help new transfer students acclimate to UCR and the challenges they may face as a new student on campus.

Benefits include developing communication and leadership skills, interacting with their peers, and priority registration in two upper division Business classes. For more information please contact Heather Luth, SoBA Transfer Student Mentor Program Advisor, at heather.luth@ucr.edu

UCDC Program
The UC Washington Academic Internship Program, UCDC, offers qualified undergraduate students from any major an exciting opportunity to combine course work, field research and work experience during a quarter’s residence in our nation's capital. While in Washington, students live in a residential college with 250 students from all UC campuses.

Students are registered for the quarter in Washington as UCR students; academic credit is earned for courses taken. Students divide their weekly schedules among seminars taught by UC faculty and the Washington, DC community, research projects, and internships.

For more information about the UCDC, please visit http://www.ucdc.ucr.edu/
Specialized Career Services for Business Students

Business students can get both academic advising and career advising at the same place!

The Undergraduate Business Programs Office and Career Center have created the Professional Development Partnership, which provides Business Administration students an organized program of events and services designed to help you explore career opportunities and develop professional skills.

Make sure to check your R’Mail inbox regularly for specific event announcements. For more information, visit: http://careers.ucr.edu.

The partnership provides Business students like you many specialized opportunities, including:

- **Career Counseling**
  Whether it’s a quick review of your resume, or an in-depth discussion about your professional goals, you can get all your individual career questions answered in Olmsted Hall.

  Their availability varies by quarter, so call us at 951-827-4551 to confirm the schedule for the current quarter.

- **Customized Workshops**
  The Career Center hosts skill-development and job search workshops specifically for business students each quarter, including resume writing, searching for internships, and building professional networks. A sample of some workshops available last year included:
  - Job Search Skills
  - Thoughts from a Fortune 100 Corporate Recruiter
  - Advanced Resume Writing
  - Conversation and Interview Skills
  - Succeeding in the Multigenerational Workforce
  - Making Professional Connections
  - Internships: What, Why & How

- **CareerLeader**
  Are you undecided about which industry you want to work in? Confused about which major concentration to select? Then try CareerLeader, an online assessment and exploration system developed specifically for business students to help you identify industry-related interests and explore aligned career paths.

- **Employer Networking**
  Each quarter, you will have the opportunity to interact with select employers through on-campus chats and off-campus corporate tours, where you can learn more about specific industries and explore internships and job opportunities.

- **Industry Panels**
  Professionals from different industries will be on campus to speak about their job responsibilities, their companies, and how college students can best prepare to enter their respective fields. A sample of some panels from last year include:
  - Careers in Public Relations/Integrated Marketing
  - Careers that Save the Planet
  - Careers in Fashion
  - Careers in the Sports Industry
  - Careers in Financial Operations

- **On-Campus Interviews**
  Whether your interest is in finance, marketing, management, sales, operations, social service, technology, or something else, meet employers and discuss entry-level positions in business, industry, non-profit organizations and government agencies.

- **Resume Book for Business Students**
  Use SCOTLink to submit your resume to an electronic resume book and increase your chances of being selected to interview for entry-level jobs and internship positions.
# Two Year Plans for the Upper Division Business Program

## Suggested Plan for Transfer Students

<table>
<thead>
<tr>
<th>3rd Year Fall</th>
<th>3rd Year Winter</th>
<th>3rd Year Spring</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUS 104</td>
<td>ECON 102/103</td>
<td>BUS 106</td>
</tr>
<tr>
<td>BUS 100W</td>
<td>BUS 102</td>
<td>BUS 103</td>
</tr>
<tr>
<td>BUS 107</td>
<td>BUS 101</td>
<td>BUS 105</td>
</tr>
<tr>
<td>(4th class – See below)*</td>
<td>(4th class – See below)*</td>
<td>(4th class – See below)*</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>4th Year Fall</th>
<th>4th Year Winter</th>
<th>4th Year Spring</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUS 108/Elective^i</td>
<td>Concentration</td>
<td>Concentration</td>
</tr>
<tr>
<td>BUS 109</td>
<td>Concentration</td>
<td>Upper Division Elective</td>
</tr>
<tr>
<td>Concentration</td>
<td>Concentration</td>
<td>(4th class – See below)*</td>
</tr>
<tr>
<td>Concentration</td>
<td>Upper Division Elective</td>
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## Suggested Plan for Continuing Students

<table>
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<tr>
<th>3rd Year Fall</th>
<th>3rd Year Winter</th>
<th>3rd Year Spring</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUS 104</td>
<td>BUS 108</td>
<td>BUS 106</td>
</tr>
<tr>
<td>BUS 100W</td>
<td>BUS 102</td>
<td>BUS 103</td>
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<tr>
<td>BUS 107</td>
<td>BUS 101</td>
<td>BUS 105</td>
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<td>(4th class – See below)*</td>
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<td>(4th class – See below)*</td>
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<tr>
<th>4th Year Fall</th>
<th>4th Year Winter</th>
<th>4th Year Spring</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUS 109</td>
<td>Concentration</td>
<td>Concentration</td>
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<tr>
<td>Concentration</td>
<td>Concentration</td>
<td>Upper Division Elective</td>
</tr>
<tr>
<td>Concentration</td>
<td>Upper Division Elective</td>
<td>(4th class – See below)*</td>
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<td>(4th class – See below)</td>
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</tbody>
</table>

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*Some students may need four classes per quarter to fulfill IGETC and/or foreign language requirements; they may also need an additional class to reach the 180 units required for graduation.

**Accounting students should consider following an alternate plan to ensure course sequencing is done correctly. Please see your advisor for further details.

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**Please note that this plan is meant for guidance purposes only. Students are encouraged to revise their schedules in consultation with their academic advisor.**

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^i Some transfer students have BUS 108 credit completed when they come to UCR. If this applies, then the student is required to take an additional upper division business elective.
A Four-Year Roadmap for Success

By Students, For Students

Recent Business graduates who have been successful in their academic goals and securing full-time employment have compiled a personalized career roadmap for undergraduate Business students just like you. Although this is a four-year roadmap, transfer students should also take note of the advice for freshman and sophomores.

**Freshman Year**

- Try not to stress yourself out the first quarter. Take it easy and stick to 3 classes, so you can get a feel for what college classes are like and how they differ from high school (and community college). The quarter system is much faster than high school (and community college).
- Because the campus is so large, with thousands of students, a great way to meet some of these students is by joining student organizations. We literally have hundreds of groups you can get involved in on our campus including:
  - Intramural Sports
  - Career-oriented student organizations (Future Business Leaders of America, American Marketing Assoc., etc.)
  - Greek Fraternities/Sororities (Delta Gamma, Delta Tau Delta, etc.)
  - Multicultural Fraternities/Sororities (Nu Alpha Kappa, Lambda Theta Nu, etc.)
  - Special Interest Fraternities/Sororities (Community Service, Career Oriented, etc.)
  - Honor Societies
  - Student Government (ASUCR)
  - Student Programming (ASPB)
- College goes by in a flash so it’s important to start planning ahead, as far away as graduation may seem
- Talk to faculty and your academic advisor
- Keep in mind that being a student is a priority

**Sophomore Year**

- Now that you know what classes are like, use that to your advantage when pairing different classes together.
  - After having a feel of how college classes are like, plan out your quarter so you do not overwhelm yourself.
- After becoming involved on campus and familiar with different organizations and clubs, take on a leadership role.
- Look into the study abroad program, and plan out when it best fits your schedule.
- Plan to apply for the School of Business Administration
  - Because the Business Administration program is selective, make sure to maintain the minimum GPA for applying.
  - Sign up for a Business Administration Workshop during the quarter you plan to finish your requirements
  - Begin exploring different concentrations offered at the School of Business Administration.
  - Different concentrations have very different requirements, for example, accounting differs in requirements.
- Consider where your interests might lead
- Develop a resume to build upon
- Begin establishing a network, on and off campus.
- Pursue an internship in the summer; it is never too early to start preparing for your career path.
- After becoming familiar with the Business Program at UC Riverside, applying for a position as a SoBA Ambassador is a spectacular way to network with administration and learn more about the business school.
Junior Year

- When starting out with your business administration classes, try to get as many core classes done as possible. A lot of times these classes are prerequisites for your elective classes, so it is important to get them done so that you will be able to take all of the other classes you need.
- When taking your core classes, start thinking about what you want to concentrate in
- Continue with your involvement on campus. Student organizations provide a great network of people, can lead to many connections, and allow you to develop skills you may not necessarily learn in the classroom. Begin to look into leadership positions within student organizations.
- Build relationships with academic advisors, faculty, and professors, esp.
- Attend various career programs and fairs to explore possible professions that may interest you.
- Become exposed to the job market.
- Utilize the Career Center, by attending workshops for interview skills, resume building, and applying for jobs.
- Note for Transfer Students: Since you are starting your academic career at UCR during your junior year and hitting the ground running, it is important for you to review the bullet points from the freshman and sophomore years as well.
- Note for Business Preparation students: Work closely with your academic advisor to make sure that you will complete all the missing courses you need to enter the Business Administration major.

Senior Year

- Continue communicating with academic advisor to stay on path for graduation.
  - You do not want to find out you have to stay an extra quarter for a class you missed simply because you did not ask questions.
- Continue to utilize the resources at the Career Center because once you graduate, you will not have access to their services.
- Start securing job offers as a student, because once you graduate, you are competing against other college graduates as well as professionals who have already been in the industry you are trying to enter.
- There are plenty of resources on campus to aid your job search.
- Begin looking into Graduate School. Being at UC Riverside, we have the Anderson Graduate School of Management. Talk to our faculty at the graduate school, you can get a clear view of what you should look into and the requirements you will need for your intended career path.
- Another important thing to look at when applying to graduate school are the different standardized tests needed for different areas of graduate school, such as the GMAT and LSAT. These tests are required for admission, and require a lot of preparation, so starting early is advised.

Graduation and Entry-Level Employment

UCR School of Business undergraduate students have secured internships and entry-level employment at some of the most competitive corporations across the country, including:

- Goldman Sachs, Salt Lake City
- PricewaterhouseCoopers, San Francisco
- Apple Inc., Cupertino
- Eli Lilly, San Diego
- Walt Disney Company, Burbank
- Ernst & Young, L.A., S.F., & San Diego
- JPMorgan Chase, Delaware
- Honda Motor Company, Torrance
- E! Entertainment, Los Angeles
- SoCal Edison, Rosemead
- IBM, Detroit
- KPMG, San Francisco
- Saatchi & Saatchi, New York
- Live Nation
- Boeing, Long Beach