Undergraduate Advising Office
203 Peterson
(541) 346-3303
business.uoregon.edu/ug
facebook.com/UOBizAdvising

Student Services

Academic Advisors
Advisors are available by in person, phone, or video conference appointments. Advisors can provide information on applying to the major, academic planning, study abroad, clubs, professional organizations, and scholarships.

Peer Advisors
Drop in academic advising 203 Peterson. Monday through Thursday, 10 a.m. – 4 p.m., except vacations & finals week.

Career Services
Visit 240 Lillis, or call (541) 346-3301
business.uoregon.edu/ug/career
Job Shadow Program
business.uoregon.edu/ug/job-shadow

Free Tutoring
Tutoring is available for most business courses.
Braddock Tutoring Center 155 Lillis
business.uoregon.edu/ug/tutoring

To make an appointment with an academic advisor, please stop by 203 Peterson or give us a call at 541-346-3303.

Staff Contact Information

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Admission Requirements

Just as future employers are looking for employees with a particular set of skills, so too is the Lundquist College of Business in its students. It is critical that students understand that their application for admission to the Lundquist College of Business is an application for a position within the school. Successful applicants will have spent their first two years in college completing the pre-business course requirements, acquiring and demonstrating the skills and qualities that will make them future successful business leaders, and representing the values and culture of the Lundquist College of Business. (See page 12)

We are seeking candidates for admission who have acquired a strong combination of many of the following skills and qualities:

- A strong academic record (including successful completion of the pre-business courses, as outlined on the following page)
- Strong quantitative, written, analytical and oral presentation skills necessary to be successful in our rigorous academic curriculum
- A clarity of purpose with regard to academic and career goals
- Demonstrated leadership on campus and/or in the community
- A global mindset
- Ability to overcome obstacles
- Utilization and effective leveraging of university/community resources and opportunities
- Demonstrated entrepreneurship
- Cultural competence

To demonstrate a candidate’s “strength” in the above areas, all students interested in a position in the Lundquist College of Business will submit the following for review by the Admissions Committee:

- Academic transcript(s)
- A cover letter and resume
- Two short-answer essays

Pre-Business students can gain admission to the full major through one of two pathways:

1. Guaranteed Admission: Students who achieve a 3.0 cumulative GPA (including their transfer work) as well as a 3.0 GPA in their pre-business core courses will qualify for guaranteed admission through successful completion of the application materials.

2. Holistic Review: Students who have demonstrated a strong academic record, but do not meet the 3.0 GPA requirements may also submit an application to compete for admission. It is a competitive selection process and students should be strategic in developing their holistic qualifications. An admissions committee thoroughly reviews applications and each committee member provides an individual appraisal of the candidate.

See your advisor about constructing a plan to develop holistic qualities. While admission is guaranteed by earning a 3.0 cumulative GPA and a 3.0 Core GPA we strongly advise against solely relying on this path of admission as it will not equip you with the skills to be competitive in the job search process upon graduation. GPA requirements may increase and course requirements may change. Current requirements are available at business.uoregon.edu/ug/majors/pre-business
Pre-Business Requirements**

Most students complete these requirements in their first two years, while also working to develop the skills and qualities listed on page 2 of this document. Successful applicants will:

- Complete 90 credits
- **Earn 3.0 Cumulative G.P.A.** includes UO AND transfer coursework
- Attain a minimum of C- or better in all pre-business requirements
- All pre-business requirements (including AEIS) must be taken for a **letter grade.**
  WR 121 & (122 or 123) Writing Composition
- MATH 241 & 242 Business Calculus - Math 251 & 252 can substitute. Please see an advisor for other substitutions
- MATH 243 Intro to Probability and Statistics - PSY 302 can substitute
- BA 240 Managing Business Information – Requires sophomore standing to enroll. Pre-requisite: knowledge of spreadsheet, database, and word processing applications.

- **Earn a 3.0 G.P.A. in the following Pre-Business Core courses**

  BA 101 Introduction to Business - This course meets social science group requirement

  ECON 201 & 202 Micro and Macro Economics - Both courses meet social science group requirement

  ACTG 211 & 213 Financial and Managerial Accounting – Both courses require sophomore standing to enroll

Core Considerations

**Repeat Policy:** The UO prohibits retaking courses in which a C or P or better has been previously earned. A petition process is available. The Lundquist College further limits the repeating of core courses to one time (including Marks of W,N,F,D,C). More info: registrar.uoregon.edu/current-students/ repeating-courses

**Residency Policy:** Students admitted to the University of Oregon are required to take their pre-business core courses at the UO. If this creates a hardship, talk to your advisor about a petition process.

- International students must meet English language proficiency requirements (575 - PBT, 89 - IBT TOEFL, 7.0 IELTS, or completion of AEIS courses) and writing courses as outlined above.
- Complete an online major application (see below)

Applying for Major Status

Students must submit an application, as outlined on the previous page, for major status one term prior to enrolling in upper division business courses - typically in the term they are completing their final pre-business requirements. Students wishing to be admitted for fall term should plan to complete their pre-business requirements and apply to the major in spring term. Admission to the business or accounting major is required to enroll in upper-division core or major courses.

Major application: business.uoregon.edu/ug/apply/major

**Students are not required to complete their University General Education requirements before admission to the Lundquist College of Business; however, students are strongly advised to finish as much of their general university coursework as possible in their first two years. For a full list of general education requirements, see the university catalog. Some of the pre-business requirements also fulfill general education requirements.**
Major Requirements

The Lundquist College of Business offers two majors - one in Accounting and one in Business Administration. All Accounting and Business Administration majors are required to complete ten Upper-Division Core courses and seven additional courses, depending on the major. Additionally, to graduate from the Lundquist College of Business, students must fulfill a Non-Business Breadth and a Global Context requirement with coursework outside of the college of business.

Upper-Division Core:

- BA 352 Leadership and Communication
- MKTG 311 Marketing Management
- FIN 311 Economic Foundations of Competitive Analysis
- FIN 316 Financial Management
- MGMT 321 Managing Organizations
- BE 325 Global, Legal, and Social Environment of Business
- OBA 330 Business Statistics
- OBA 335 Operations Management (pre/co-requisite: OBA 330)
- OBA 340 Business Information Systems
- BA 453 Business Strategy and Planning (prerequisite: 300-level core courses)

Please note: Business majors are advised to take the 300-level upper division core prior to taking 300 and 400-level business electives. Majors should begin the upper-division core with BA 352. Students should take BA 453 in their senior year and must complete all 300-level core courses prior to enrolling. All upper division business courses must be taken graded and passed with a C- or better. Business students cannot “double major” in both Accounting and Business Administration. Please ask an advisor if you have questions.

Common Substitutions:
- EC 311 can substitute for FIN 311 (Business Honors students will be required to take FIN 311H within the honors program. Accounting and Finance students are strongly encouraged to take FIN 311.)
- EC 320 and EC 421 combined can substitute for OBA 330
- CIT 382 can substitute for OBA 340 (for CIT minors)
- Math Minors or Double majors - see an advisor about possible OBA 330 substitutions

Accounting Major

Accounting Majors will complete the ten Upper Division Business Core classes and an additional seven courses in upper division Accounting.

- ACTG 350 Intermediate Accounting I
- ACTG 351 Intermediate Accounting II
- ACTG 352 Intermediate Accounting III
- ACTG 360 Cost Accounting
- ACTG 440 Auditing and Information Systems
- ACTG 450 Advanced Financial Accounting
- ACTG 470 Introduction to Federal Taxation

Since not all courses are offered every term, students must carefully plan their program in advance. Students should take ACTG 350, 351, 352 as soon as possible after they are admitted to the accounting
Business Administration Major

The Business Administration major requires the **ten** Upper Business Core Courses and **seven** additional approved upper-division business electives courses from **at least three different departments** in the Lundquist College of Business (Accounting, Operations and Business Analytics, Finance, Management, and Marketing/Sports Business. Please note: Courses with a BA or BE prefix are considered interdisciplinary and, therefore, are not counted as from a department)

**Lundquist College Concentrations 2017-2018**

It is possible to select electives in such a way that students earn an optional concentration in a specific area. Please note that concentrations are not documented by the UO and will not appear a student’s transcript or diploma. Students may indicate concentrations on their resume. Students can find specific information, including courses, pre-requisites, recommended extracurricular activities, and more on the concentration sheets which are updated annually and available in 203 Peterson or online at: business.uoregon.edu/ug/concentrations.

<table>
<thead>
<tr>
<th>Entrepreneurship/Small Business</th>
<th>Marketing</th>
<th>Finance</th>
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<tr>
<td>MGMT 335 Launching New Ventures</td>
<td>MKTG 390 Marketing Research</td>
<td>FIN 380 Financial Markets and Investments</td>
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<tr>
<td>ACTG 340 Accounting for Entrepreneurs</td>
<td>MKTG 420 Marketing Communications</td>
<td>FIN 473 Financial Analysis and Valuation</td>
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<tr>
<td>MKTG 445 Entrepreneurial Marketing</td>
<td>MKTG 435 Consumer Behavior</td>
<td>Plus 2 courses from the following 3 courses:</td>
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<td>FIN 463 International Finance</td>
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<td>FIN 464 Commercial Banking</td>
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**Sports Business**

- MKTG 390 Marketing Research
- SBUS 450 Sports Marketing
- Plus 2 courses from the following 3 courses:
  - SBUS 452 Sports Sponsorship
  - SBUS 453 Law and Sports Marketing
  - SBUS 455 Financing Sports Business

**Operations and Business Analytics**

Students must choose 4 courses:
- OBA 410 Business Analytics
- OBA 410 Service Operations
- OBA 410 Analyzing Big Data
- OBA 433 Information Analysis for Managerial Decisions
- OBA 444 Business Database Management Systems
- OBA 466 Project and Operations Management Models
- OBA 477 Supply Chain Operations and Information
- OBA 488 eBusiness

For more information please visit: business.uoregon.edu/ug/majors/accounting.
Lundquist College Upper Division Business Electives by Department

This list includes concentration courses and other electives which may fulfill the seven elective requirement. Please note that classes must be taken from at least three departments.

**Operations and Business Analytics**
- OBA 410  “Hot Topic Course” – Topics vary
- OBA 433  Info Analysis for Mgmt. Decisions
- OBA 444  Business Database Mgmt. Systems
- OBA 466  Project & Operations Mgmt. Models
- OBA 477  Supply Chain Operations
- OBA 488  eBusiness

**Marketing**
- MKTG 390  Marketing Research
- MKTG 410  “Hot Topic Course” – Topics vary
- MKTG 420  Marketing Communications
- MKTG 435  Consumer Behavior
- MKTG 445  Entrepreneurial Marketing
- MKTG 470  International Marketing
- MKTG 490  Marketing Strategy
- SBUS 450  Sports Marketing
- SBUS 452  Sports Sponsorship
- SBUS 453  Law & Sports Marketing
- SBUS 455  Financing Sports Business

**Finance**
- FIN 380  Financial Markets and Investments
- FIN 410  “Hot Topic Course” – Topics vary
- FIN 462  Derivative Markets & Fin Institutions
- FIN 463  International Finance
- FIN 464  Commercial Banking
- FIN 473  Financial Analysis & Valuation

**Accounting**
- ACTG 340  Accounting for Entrepreneurs (not for ACTG majors)
- ACTG 350  Intermediate Accounting I
- ACTG 351  Intermediate Accounting II
- ACTG 352  Intermediate Accounting III
- ACTG 360  Cost Accounting
- ACTG 410  Accounting Info Systems
- ACTG 410  Law for Managers
- ACTG 440  Auditing & Information Systems
- ACTG 450  Advanced Financial Accounting
- ACTG 470  Introduction to Federal Taxation

**Management**
- MGMT 335  Launching New Ventures
- MGMT 410  “Hot Topic Course” – Topics vary
- MGMT 415  Human Resources Management
- MGMT 417  Negotiation Strategies
- MGMT 420  Managing in a Global Economy
- MGMT 455  Implementing Entrepren. Strategies

**Other - Business Administration**

Below is a list of other course offerings that could fulfill an upper division elective requirement. **Courses with a BA or BE prefix are considered interdisciplinary and, therefore, are not counted as from a department.** A maximum of one course from the “other” list may be applied towards the major requirements. Students will still need other courses from three departments to meet the degree requirements. Brief descriptions of all of these courses can be found in the online class schedule by clicking on the CRN.

- BA 361  Cross-Cultural Business Communication
- BA 365  Cross-Cultural Negotiation
- BA 430  Leadership in Action (invitation only)

OBA 406/407/409*  MGMT 406/407/409*
FIN 406/407/409*  ACTG 406/407/409*
MKTG 406/407/409*

*Courses with these numbers must be individually approved by the Lundquist College and at least four credits to be eligible for a business elective. BA Courses do not count as a department.
Required Coursework Outside the College of Business

All business and accounting majors must complete 90 credits of non-business coursework and complete the following two requirements prior to graduation. Please note: these are NOT requirements for admission to the major. Many students do, however, begin working on these requirements before admission to the major. Careful planning of general education requirements may enable students to meet these requirements simultaneously.

Students are required to submit a written plan for departmental approval to the Undergraduate Advising Office, 203 Peterson, outlining how they will meet the following two requirements.

Non-Business Breadth Requirement
To complete this requirement, students must take 24 credits from an inter-related set of courses outside of business that relate to their career interests. Completion of a minor will automatically fulfill this requirement as will two years of college-level second language. Coursework must reflect a P or C- or better. Students using courses for this requirement and a minor or other major should check with the department for additional grading requirements. Additional suggestions are online: business.uoregon.edu/ug/advising/resources/nonbusiness-breadth-requirement.

Global Context for Business Decisions
Global Context requires that students take three courses that focus on the culture of a country other than their native countries. All three courses should focus on the same country and be at least three credits each. Students wishing to study a region should obtain advisor approval. Foreign language courses must be at least 200-level or higher. Alternatively, students who study abroad in one country for six weeks or more may have all or part of the Global Context requirement waived with academic advisor approval. International internships of six weeks or longer may also waive part of the Global Context requirement if pre-approved by an academic advisor. Coursework must reflect a P or C- or better. Students using courses for this requirement and a minor or other major should check with the department for additional grading requirements. A list of global context recommendations is online: business.uoregon.edu/ug/advising/resources/global-context-requirement.

Options for adding an international component to your major

Global Management Certificate
The Certificate in Global Management gives business and accounting majors an opportunity to showcase their interest and competence in international culture and business. The certificate requires completion of at least two years of a second language, a twenty-four credit area study, and International Business core classes. Study abroad is encouraged but not required. Students may overlap some of this coursework with general education or other business requirements and are encouraged to meet with an advisor early in their program to learn how they can select general education requirements that will also fulfill certificate requirements. Students who wish to earn this certificate must submit a plan for approval. Stop by 203 Peterson and see an academic advisor for more details.

Study Abroad and International Internships
The Lundquist College of Business encourages students to utilize study abroad and internship opportunities to prepare themselves to compete in today’s global market. The UO offers extensive opportunities to study/intern in other countries. Study abroad can fulfill multiple degree requirements. Lundquist College advisors are available to help students integrate these experiences into their academic plans. For more information on international opportunities, please check out geo.uoregon.edu.
Resources and Activities

Building Business Leaders
The Building Business Leaders (BBL) Seminar Series is an opportunity for under-represented minority students to bond as a group, support each other’s pursuit of business education, and launch their professional success. Benefits of participating in Building Business Leaders include:

- Guaranteed placement in the vibrant and supportive College of Business Residential Community
- Pre-enrollment in two terms of the Building Business Leaders seminar
- Advanced pre-enrollment in the same section of Introduction to Business (BA 101) with other BBL students for your first term at University of Oregon
- Learn to lead and succeed in the Lundquist College of Business—and beyond

Students who complete the BBL first year program are will be prepared for success, and ultimately become part of the University of Oregon CEO Network, and organization of students and alumni who also participated in the BBL Classes, and are currently pursuing business and professional success.

For more information:
Visit: uceonetwork.uoregon.edu/buildingbusinessleaders
Contact: Damien Pitts, dpitts@uoregon.edu

Career Services
Career Services helps students navigate the career exploration and job search process, develop career search skills, and build a portfolio of work experiences.

We coach students to envision their own success and make informed decisions about their career futures. We offer career advising and support, host workshops and networking events, and provide resources through the University of Oregon's online DuckConnect career management platform.

Career Advising
As a business or accounting undergraduate, you have access to a dedicated Career Services office. We have full-time advisors and well-trained peer advisors to assist you in reaching your career goals. We offer scheduled appointments and drop-in hours.

Job Shadow Program
The Job Shadow Program is an opportunity for students to explore a career by observing business professionals, many of whom are Lundquist alumni, during a typical day on the job. The program pairs you with a host professional and provides training to help you make the most of the experience.

- Gain exposure to career paths and make informed course and internship decisions
- Build professional skills, self-confidence and industry awareness
- Strengthen your application to the business or accounting major
- Improve your employment prospects after graduation

The Job Shadow program is designed for pre-business students with a minimum GPA of 2.75. Job shadows occur after finals each fall and spring term. Apply at the start of the term in which you wish to participate.

For more information about Career Services and the Job Shadow Program:

business.uoregon.edu/career
business.uoregon.edu/jobshadow
541-346-3301, 240 Lillis
Resources and Activities, continued

Lundquist College of Business Honors Program
The Business Honors Program admits a cohort of 35 students each fall. Honors students take nine core business classes together in honors sections taught by select faculty. Participants benefit from a small and dedicated learning community, real life experience with local and international companies, experiential learning opportunities, and an active alumni network. Students with a record of extracurricular achievement who have maintained a pre-business core GPA of at least 3.6 and an overall GPA of 3.5 are encouraged to apply. Applications are due winter term for admittance into the subsequent fall cohort. Students typically apply in winter term of their sophomore year. For more information, contact the program director Eric Boggs, boggs@uoregon.edu, 541-346-4659. business.uoregon.edu/ug/honors

Braddock Tutoring Center
Braddock Tutoring Center provides tutoring to pre-business, accounting, and business students seeking academic assistance for a wide variety of pre-business and upper division courses. Tutors are available during fall, winter, and spring terms on a drop-in basis from Monday through Thursday. business.uoregon.edu/ug/tutoring

Scholarships
Each year the Lundquist College of Business awards approximately $500,000 in undergraduate scholarships to students pursuing a business or accounting major. Typically, scholarship applications are due in February and are awarded to students who will be juniors or seniors and admitted to the major by fall term of the following academic year. Selection for these scholarships is competitive. Accounting majors should also plan to apply for scholarships through the Accounting Department. business.uoregon.edu/ug/apply/scholarships

Lundquist College Clubs
The Lundquist College of Business encourages early and continued participation in clubs and activities to enhance classroom learning, build experience, and develop professionally. Information about all of the Lundquist College clubs can be found at: business.uoregon.edu/ug/clubs

College of Business Residential Community (CBRC)
As a member of this residential community in Earl Hall, students will live and learn with other students who have a potential interest in pursuing a career in business. Residents will have the opportunity to take Pre-Business courses together and support each other’s academic success. The residential community’s orientation course (BA 199, Maximizing Business Education) will help you identify and leverage campus resources, and prepare for admission to the Lundquist College of Business. The Introduction to Business course (BA 101) will help students understand the different environments in which business operates, is a required course for the major and fulfills a social science requirement.

CBRC residents can participate in a wide variety of career exploration and development programs, including everything from developing your elevator pitch to business etiquette. The CBRC also houses the Innovation Lab which is a great place for future entrepreneurs to develop business ideas and create product prototypes. You’ll even have special chances to talk with business leaders and faculty about their career paths, and at the Lundquist College of Business student club night, you’ll make important connections early within the community and start building essential leadership skills.

To apply for this community, visit housing.uoregon.edu and select “College of Business Residential Community” on the “Academic Residential Communities” page.
Additional Information

Accounting Department Advice for Oregon CPA exam
To sit for the CPA exam in Oregon you must have 225 quarter credits. Graduating with a bachelor’s degree requires 180 credits. How do you obtain 45 additional credits?
  1. Obtain a master’s degree in accounting (MAcc). This is our recommended solution.
  2. Take additional undergraduate courses to achieve a second major or minor degree in another area (for example, economics).
  3. Take additional undergraduate courses that you think may help you in your future career as a business leader (for example, political science, computer programming).

Obtaining 36 Accounting Credits
Beginning June 30, 2017, anyone taking the CPA exam in Oregon will need to have 36 upper division (300 & 400-level courses) accounting credits. The Oregon Board of Accountancy will no longer count credits for ACTG 211 and ACTG 213 after that date.

If you graduate with an undergraduate degree in accounting, you will earn 28 accounting credits (ACTG 350, 351, 352, 360, 440, 450, and 470). This means you will have to acquire 8 additional upper division accounting credits somehow. Here are some possible ways to acquire additional credits:
  1. Obtain a master’s degree in accounting (MAcc). This is our recommended solution.
  2. Take additional accounting electives at the Lundquist College of Business:
     a. ACTG 410 Law for Managers (4 credits)
     b. ACTG 410 Accounting Information Systems (4 credits)
     c. ACTG 340 Accounting for Entrepreneurs (4 credits)
  3. Take additional upper division accounting courses at another institution.

Visit the Oregon Board of Accountancy for the most up-to-date information: [www.oregon.gov/BOA](http://www.oregon.gov/BOA)

Lundquist College Mandatory Attendance Policy
All Lundquist College classes require mandatory attendance. Students who miss days of class risk losing their seats in the course. Visit the Registrar’s website for more information about the policy. In an emergency, clear communication with the faculty member is encouraged prior to the start of classes.

Lundquist College Email & Canvas
The Lundquist College of Business relies heavily on UO technology systems to advise students on program requirements, changes, and current events in the Lundquist College. Email is the UO’s official mode of communication. Important information for students who are declared pre-business, business, or accounting will always be sent to a uoregon.edu email account.

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<th>Student Responsibilities</th>
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<td>Students are responsible for keeping current on all changes in requirements for admission to the major and degree completion. Students are responsible for knowing information sent out via UO email and are advised to check their UO email account daily and meet regularly with Lundquist College of Business advisors.</td>
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Tips for success:
Time is valuable, manage it strategically
- There are a lot of competing priorities in university life. You need to understand which priorities are most important to you and be sure to stay true to those.
- Time management is key. Plan your day and then follow the plan. Use the university resources on time management (see TLC link below).
- Build in extra study time around exam time.

Extracurricular activities and a support network are a crucial piece of your education
- A significant portion of your education happens outside the classroom in clubs, activities, experiential opportunities, and campus events. There are many options on campus, explore!
- Find campus events here: calendar.uoregon.edu
- Surround yourself with friends and study partners who can help you achieve your goals. Be sure the people around you have similar priorities with their education.
- Find mentors! Make it a goal to build an academic team of people who can help you – professors, advisors, classmates, etc.

Making a smooth academic transition is important
- Come prepared to all classes (reading and assignments completed) and get engaged in discussions! This is one of the most important steps you can take to being successful. For every hour of class, you should plan to study 2-3 hours outside of class.
- How, where, and with whom you study can be as important as how much you study. Use the TLC resources (link below) to learn new, more strategic study habits.
- Review your syllabus, requirements, and deadlines early in the term. Put them all in your planner/calendar and identify any potential conflicts so you can adjust.
- Foster a relationship with your professors. They typically list their office hours on the course syllabus and can be one of your biggest supporters and mentors.

Balance and Resources:
Balance is key! Finding a balance between your academics, extracurricular activities, and personal time, will allow you to be more successful. Check out the following resources for assistance:
Braddock Tutoring Center: business.uoregon.edu/ug/tutoring
UO Teaching and Learning Center (TLC): tlc.uoregon.edu
Student Support Services/TRiO: triosss.uoregon.edu
Accessible Education Center: aec.uoregon.edu
Lundquist College of Business Career Center: business.uoregon.edu/ug/career

Graduating in four years:
Graduating in four years is definitely possible for you! Working with an advisor to make an academic plan is the first step toward that goal. Sample four-year plans are available for both business administration and accounting majors at the links below. Work with an advisor to customize these plans to your needs.

Bachelor of Arts in Business Administration: uobiz.co/29EDqZz
Bachelor of Science in Business Administration: uobiz.co/29tqZ31
Bachelor of Arts in Accounting: uobiz.co/29tqQwz
Bachelor of Science in Accounting: uobiz.co/29EDzFE
Charles H. Lundquist College of Business

Code of Professional Business Conduct
A Statement of Values

The Lundquist College of Business learning community is committed to a set of core values that guide our interactions with one another. Our values are as important within our Lundquist College community as within the business community. Our values help define both how we aspire to act and what it means to be a business professional.

Integrity
Members of our community act with integrity and honesty. These qualities are essential in providing a basis for trust and go to the core of what is expected from business professionals.

Respect
Our community conveys respect for the dignity of all people. Our relationships are based on mutual respect. Differences of opinion are discussed openly and civilly. These discussions focus on issues and are presented in a courteous manner. We are sensitive to the impacts of both our words and actions on others.

Openness
We encourage all members of our community to exchange ideas freely within the bounds of reasonable behavior. We recognize that learning requires an open environment.

Responsibility
We act publicly and accept responsibility for our actions. We understand that the community will keep us accountable for our dealings. We deliver on the commitments and promises we make to others.

Teamwork
Our community is stronger when we work as a team. We foster attitudes encouraging members of the community to give and receive constructive criticism, and develop creative solutions to challenges.

The University of Oregon is an equal-opportunity, affirmative-action institution committed to cultural diversity and compliance with the Americans with Disabilities Act. This publication will be made available in accessible formats upon request.