

# UNT College of Business Graduate Programs



COLLEGE OF  
BUSINESS

**UNT**

Business Leadership Starts Here.



Since the founding of the College of Business at the University of North Texas in 1942, we have equipped students with the skills and knowledge necessary to transform the business world. Our alumni include Fortune 500 company CEOs, industry executives, and entrepreneurial visionaries who are changing the way that today's companies do business. The College of Business has a longstanding history of quality graduate programs, and now, with our state-of-the-art Business Leadership Building, completed in August 2011, we have set the stage for the College of Business to advance our reputation as a top business school in the state of Texas. Through a broad range of graduate programs, flexible class schedules, and outstanding career services, we aim to prepare students with the technical and practical expertise necessary to excel in their respective fields. We encourage you to take the first step toward your future and learn about our programs by visiting our website, attending an information session, or meeting with our graduate advisors. With new facilities and a continued commitment to academic excellence, we are convinced now more than ever that business leadership starts here at the University of North Texas.

# The College of Business

## At a Glance

WE PRODUCE GRADUATES WHO HAVE THE CAPABILITIES, KNOWLEDGE AND CHARACTER TO SUCCEED IN TODAY'S TECHNOLOGICAL AND GLOBAL BUSINESS ENVIRONMENT.

### About our Programs

- ✦ The College of Business has been continuously accredited by the Association to Advance Collegiate Schools of Business-International (AACSB) since 1961.
- ✦ The Logistics and Supply Chain Management program is ranked 3rd in the nation according to softwareadvice.com and 6th in North America according to Gartner Research, Inc. for undergraduate supply chain programs. It was highlighted as a top upstart for its "potent combinations of curricula and required internship participation." The graduate program is also ranked 24th among U.S. graduate supply chain programs, according to Gartner Research, Inc.
- ✦ The accounting undergraduate and master's programs are among the Top 50 according to Public Accounting Report rankings.
- ✦ UNT is recognized as a National Center of Excellence for Information Quality Assurance Education, and the ITDS Department offers NSA-approved certificates in security through its undergraduate and master's degree programs.
- ✦ The BBA in Organizational Behavior and Human Resource Management and the MBA with an Organizational Behavior and Human Resource Management concentration degree programs fully align with the Society of Human Resource Management's (SHRM) HR Curriculum Guidelines.
- ✦ Our students, many of whom work full-time, appreciate the "learn today, apply tomorrow" classroom philosophy and pedagogy of our faculty.
- ✦ The online MBA program was ranked 14th by The Princeton Review, Top 50 Overall and Top 50 for Veterans by U.S. News and World Report and 18th by onlinemba.com.
- ✦ UNT is part of the CFA Institute University Recognition Program, which positions finance students to obtain a Chartered Financial Analyst® designation.
- ✦ UNT was ranked 9th among all universities worldwide for the number of CEOs produced in the DFW area by the Dallas Business Journal.
- ✦ The Northwestern Mutual Integrated Business Case Competition and a Logistics courses on globally displaced workshops have been recognized with the Bobby G. Bizzell Innovative Achievement Award by the Southwest Business Dean's Association.
- ✦ The Risk Management, Insurance and Financial Services Program – Financial Services Track is a Certified Financial Planner Board Registered Program.
- ✦ The Aviation Logistics program, which launched in Fall 2010, is the first of its kind in the state of Texas.



*O. Finley Graves*

**O. Finley Graves**  
Interim Provost  
Dean  
College of Business



*Marilyn Wiley*

**Marilyn Wiley**  
Interim Dean  
Senior Associate Dean  
College of Business



# A student focus in everything we do

Supporting your success



**Kelly Keyser**  
MS in Accounting, Spring 2015

With its convenient class schedule, the master's program at UNT has allowed me to get a great education while still being able to work. The graduate program offers teamwork and research opportunities that will help me in my field once I graduate. The professors are so dedicated to their students and are willing to go that extra mile for us.

## Outstanding Faculty

The over 100 full-time faculty members in the college are highly regarded for their research interests as well as their excellent teaching. Eighty-six percent of the faculty members in the college have doctoral degrees in their respective disciplines. Ten faculty members have been recognized for their teaching and research by attaining the rank of Regents' Professor. Many faculty members are active professionally in the Dallas-Fort Worth business community. They understand the complex demands of the global business world and will provide you with the knowledge, tools, and leadership skills to meet those challenges.

## Top Notch Resources

The College of Business utilizes cloud computing as its main platform, which allows all students and faculty access to College of Business software and applications from anywhere in the world at any time, without having to be in a computer lab in the building.

## Great Value

UNT is an academically rigorous and rewarding university with a high-quality faculty and a favorable price tag. It has been recognized as one of America's 100 Best College Buys® for the 19th consecutive year, and the *Princeton Review* named it a "Best in the West" college.

Many opportunities exist to aid you financially while completing your master's degree. Scholarships are offered at the department, college, and university level and graduate students may also apply for university financial aid support.

## Flexible Class Schedules

The College of Business offers flexible class scheduling with afternoon, evening, weekend, and online courses. This allows you to combine coursework with full-time or part-time employment. Our program assists you in pursuing your degree while gaining practical experience.



Get hands-on, real-time experience in financial markets with the Trading Room in the Business Leadership Building.



# Master's degree programs

Fostering Excellence



**Deeba Shah**  
MS in Accounting

My Accounting professors deliver more than just academic knowledge. They provide great networking opportunities in their classes and in student organizations and workshops.



Dr. Victor Prybutok, Associate Dean of Graduate Programs and Research. Department of Information Technology and Decision Sciences Professor.

With friendly and approachable faculty, collaboration doesn't end in the classroom.

## MBA programs:

- Business Studies (allows flexible concentrations, including International Business, Library Science & Technology, Real Estate, and Sustainability)
- Decision Sciences
- Finance\*
- Health Services Management
- Information Technology
- Logistics and Supply Chain Management
- Marketing\*
- Operations and Supply Chain Management
- Organizational Behavior and Human Resource Management\*
- Strategic Management\*

## MS programs:

- Accounting
- Audit
- Management and Entrepreneurial
- Finance
- Business Analytics
- Taxation

## Dual programs:

- Operations and Supply Chain Management/Engineering Systems

## Certifications:

- Accounting Internal Audit
- Human Resource Management
- Leadership and Supervisory Management
- Logistics and Supply Chain Management

\* Also offered as 100% online programs

## New way to fast track your MBA

Our accelerated online MBA programs in Strategic Management or Organizational Behavior and Human Resource Management features a delivery method that is flexible, convenient, affordable and 100 percent online. Classes are offered in eight-week sessions so that you can fit them into your busy schedule and finish quickly. Five start dates are available each year. Learn more at [accelerateyourMBA.unt.edu](https://accelerateyourMBA.unt.edu).

Several of our other master's degree programs are offered in both traditional classroom and online formats, allowing you to choose the program that works best for you.



# Distinguished Faculty

Empowering Dreams



The College of Business gives you access to supportive, award-winning faculty, including Dr. Tomas Mantecon, recently named a Fulbright Scholar.

**Dr. Nancy Boyd- Lillie**  
Professor  
Department of Management



Since joining the faculty in the Department of Management in 1991, I've witnessed dramatic changes in master's level education in our department and the College of Business. Online education is increasingly popular among the working professionals who are our MBA students, replacing the traditional model of face-to face instruction in some business disciplines. Students can earn degrees in two professional fields online in the Department of Management. I was an early adopter of this form of instruction, and over the

past decade I created and taught two graduate-level online courses. In 2014, I was awarded the UNT Outstanding Online Teacher and Course Award for MGMT 5710, Seminar in Business Ethics and Social Responsibility. My goal was to create a challenging course that requires students to be fully engaged with the subject. One way to accomplish this is to supplement textbook material with examples from current events in the media and base assignments on these resources.

The University of North Texas and the College of Business are leaders in online education, and quality courses are the foundation of a strong graduate education, whether they are online or face-to-face.

**Dr. Danielle Cooper**  
Associate Professor  
Department of Management



I am an Associate Professor for the College of Business and hold the Dean Henry Hays Professorship in the Department of Management at UNT. I received my PhD from the University of Illinois, Urbana-Champaign in 2007. My research interests relate to identity processes in work organizations and teams, including the role of cultural identity and family identity. My research has appeared in the *Academy of Management Review*, the *Academy of Management Journal*, *Organization Science*, *Strategic*

*Management Journal*, *International Journal of Intercultural Relations*, *European Management Journal*, and the *Journal of Organizational Behavior*. I also serve on the editorial review board of the *Journal of Organizational Behavior*.

I enjoy being a part of the supportive environment for graduate students in the UNT College of Business, with its strong focus on student success. I look forward to being a part of these programs as they continue to grow and facilitate student achievement.



**Dr. Audhesh Paswan**  
Professor  
Department of Marketing and Logistics

Marketing is not just advertising, selling, channels, distribution, logistics, pricing, and product. At its core, it is about value creation and building a mutually satisfying relationship with all stakeholders, and we are the stakeholders - consumers and marketers.

At the master's level, my efforts are towards making our graduates more analytical and comfortable with decision making uncertainty. I rely a lot on my industry experience and my own research knowledge. The goal is to create not

just technicians, but also thinking managers who go on to become change agents. I started out as an aeronautical engineer (IIT-Madras) and then did my MBA (IIM-Ahmedabad). That is when I realized marketing is a unique combination of qualitative and quantitative skills and mind sets.

After eight years in industry (advertising and brand management), I switched to academia. During the doctoral program at the University of Mississippi, I was bitten by the research bug and a realization that academia is not just about teaching, it is about knowledge management. After seven years at the University of South Dakota, I moved to UNT because of the doctoral program and greater focus on research. The last 15 years at UNT has been good in terms of productivity and satisfaction. I was the doctoral coordinator for about 10 years.

I have worked with some wonderful colleagues and several bright doctoral students, resulting in over 70 refereed journal papers (such as *Journal of Marketing*, *Decision Science Journal*, *Industrial Marketing Management*, *Journal of Retailing*, *Journal of International Marketing*, *European Journal of Marketing*, *Journal of Business Research*, and *Journal of Public Policy & Marketing*). Some of my research areas include marketing strategy, franchising and channels, business to business marketing, services marketing, new product and service development, innovation, international marketing, macro marketing and public policy.

More recently I am drawn to issues related to marketing and value creation for society at large. I try to introduce some of these ideas and approaches into my master's level classes as well as integrating my research and teaching. It has been an exciting journey, but as someone great once said, the "best is yet to come."



**Dr. Manjula Salimath**  
Associate Professor  
Department of Management

It is a privilege and honor to be a part of our wonderful graduate programs. This is the tenth year of my service at the University of North Texas. I am currently chair of the Masters Program Committee and the chair of the Computing and Instructional Committee at the College of Business, Faculty Advisor for Delta Kappa Delta Sorority Inc., and a member of the Family Business Committee in the Department of Management.

I actively research and teach courses in entrepreneurship, international business, strategy, technological innovation, and organizational theory and also advise masters and doctoral students. I have been the recipient of several teaching and service awards (Educator of the Year, Exemplary Online Teacher and Course Designer, Sam Walton Fellow in Free Enterprise, President's Community Engagement Honor Roll, Distinguished Service Award, etc.) and have published research in journals, encyclopedias and books.

I am the President of the Southwest Academy of Management, and a board member of the Federation of Business Disciplines. The primary reason for my involvement in these professional research organizations is to enhance visibility of UNT and provide our doctoral students a recognized platform for their research endeavors and eventual job placements. It is a great time for our graduate students, with many exciting opportunities to advance their careers, and I look forward to continue helping them in their goals.



# Student Spotlight

Mathew Farmer



**Major** - MBA in Finance  
**Occupation** - Distressed Real Estate Investment Agent  
**Career Goal** - Create immediate income and sustainable long-term wealth by capitalizing on the opportunities available in the real estate market.

**Why did you choose the UNT College of Business?**  
Familiarity and confidence in the program given, my experience with the school during my undergrad. Furthermore, the program respects the schedules of working professionals, which I admire.

**How has the program helped you develop your professional career?**  
The program has put me back into a critical thinking mindset, and also reintroduced me to likeminded individuals. The program can be extremely demanding at times, which sets you up with a higher level of confidence in your ability to handle future professional challenges.

## Cynthia D. Hermann, MD



**Major** - MBA in Strategic Management  
**Occupation** - Physician  
**Career Goal** - Healthcare Administration

**Why did you choose the UNT College of Business?**  
I was looking for an accelerated MBA program from a well-established university. When I graduate, I know I can feel proud to have a degree from UNT and that future employers will be confident I have received a quality education. With my busy work schedule as well as an active family, I have to have classes that are completely online and don't require weekends away or hours in the classroom. I like the fact that I am able to complete the program in my own time frame and have never felt overwhelmed by my workload.

**How has the program helped you develop your professional career?**  
In the short amount of time I have been attending classes, I can definitely see that what I am learning will help me immensely in the future. There is no business training in medical school or residency and many physicians struggle to operate a successful medical practice from a business standpoint. With each class, I am learning more about all the different facets that go into making a business successful and profitable. I know when I graduate, I will have the skills necessary to be a leader in healthcare administration. Having a medical background as well as an in depth knowledge of business strategies will make me more marketable to prospective employers.

## Austen Ewing



**Major** - MBA in Finance  
**Occupation** - Student and Part-Time Customer Service Representative at QuickTrip  
**Career Goal** - Principal and Founder of a Hedge Fund, then eventually enter politics

**Why did you choose the UNT College of Business?**  
I felt that two key factors swayed my decision to attend UNT: First, I could earn a great education at an affordable cost and be able to pay my way through business school without having to take out loans. Secondly, The COB specifically, as well as the university as a whole, is on the rise. I feel that students in the next few years will start to see recruiters take note of this as the graduates produced through the COB continue to perform well in the workforce.

**How has the program helped you develop your professional career?**  
The program has helped me become more confident in my soft skills, particularly my ability to communicate. I can attribute this in large part due to the different resources the COB has to offer, for instance the Professional Leadership Program. The mentors, speakers, and training that the program provides is an opportunity that no other COB or university can match.



# Finding success with your degree

The path to greatness



When you graduate from the College of Business, you will have the knowledge and skills to compete in a global marketplace, like College of Business alumnus Brian Heldebrandt, regional manager for supply chain operations at Verizon.



Tamara Birdsong, MS Accounting student

UNT is located in the Dallas-Fort Worth metroplex, which has the second highest concentration of Fortune 500 companies in the U.S., including AT&T, Celanese, ExxonMobil, GameStop, Kimberly-Clark, Southwest Airlines and Texas Instruments.

*CNN Money* ranked Denton County, where UNT is located, as one of the nation's Top 10 best places to live for job potential.

**200+**  
ON-CAMPUS  
INTERVIEWS  
PER YEAR FOR  
CoB STUDENTS

**350**  
COMPANIES  
THAT RECRUIT  
SPECIFICALLY  
FROM THE  
UNT CoB

**17,000**  
EMPLOYER  
CONNECTIONS  
THROUGH THE  
CAREER CENTER

**\$20,000**  
AVERAGE  
PAY INCREASE

**22,000+**  
CoB ALUMNI  
IN DFW



# Alumni Connections



## Dave Heacock

The UNT College of Business is a nationally accredited program (AACSB). Since I had started my degree at Hofstra University (also AACSB accredited), it was very seamless to transfer my credits. I chose UNT over a number of other options in Dallas because of the university's strong reputation in finance and accounting. Companies operate on cash, and gaining a deeper understanding in finance and accounting was critical for my business management growth within the workplace.

Today, I manage a business in excess of \$1.5B for Texas Instruments. Without the solid foundation in finance and accounting, I would not be able to effectively manage this complex portfolio of products. With the foundation I received at UNT, I was able to help shape the business strategy that led to profitable and sustainable growth. I highly recommend UNT's College of Business as a means to supplement your real-world experience with top-notch academics.

**"UNT has exposed me to some great Mentors both in the College of Business and in Professional Organizations, and settings that have been very helpful to my overall leadership development."**

**Brian Danhof**, Quality Manager  
Peterbilt Motors Company



## Karolyn Diaz

**Degree:** MS in Accounting

**Occupation:** Assurance Associate

**Company:** PricewaterhouseCoopers

**Career goal:** My goal as an Assurance Associate is to be able to understand the risk and opportunities of a business to better assist future clients throughout my career.

### Why did you choose UNT and how has the program helped develop your career?

Besides tremendous growth efforts throughout the entire campus and the welcoming atmosphere, I chose UNT because faculty and staff went above and beyond teaching me what I know today. My professors and advisors in the Accounting department taught me what it means to become a professional and all that it takes to become marketable to firms and companies willing to hire students from the College of Business. The programs that are also supported by the College of Business, such as ALPFA and Beta Alpha Psi, are still a huge network for me as I am always meeting more UNT Eagles who share my same motivation and interests. Furthermore, the College of Business is the home of the Professional Leadership Program, which is dear to my heart as this program connected me with my career mentor and fellow PLP leaders who have helped me with my career and leadership goals. I came to UNT for a degree, but I walked out with a family of supporters who to this day care about my future.

## Robyn Kisrow

**Degree:** MBA in Business Studies

**Occupation:** Head of Field Marketing, North America for EMD Millipore

**Company:** North America for EMD Millipore

### Why did you choose UNT and how has the program helped develop your career?

I chose UNT for many reasons. Their AACSB accreditation was critical, as I would not consider a business school without that. I work full-time, and travel extensively for work at times, so the options of combining in-person classes with online classes as my schedule required was very attractive. Also, I truly appreciated the FLEX MBA option. As a professional with almost 10 years of experience, I was excited to be able to select classes that I thought would be most helpful for building specific skills to advance MY career. And they did! Shortly after completing my MBA, I was approached about my interest in a leadership position at my company, and I am now in that role. What differentiated me from other internal candidates who had similar professional backgrounds was my MBA from UNT - and the very relevant knowledge to the role that I had developed in earning my degree.





# Business Leadership Starts Here

## Begin your application

### Application Process

The College of Business at the University of North Texas utilizes a holistic review process that includes undergraduate GPA, GMAT scores, personal essay, work experience, and letters of recommendation.

### Getting Started

The College of Business admits students based on the following application deadlines:

**Fall** - July 15

**Spring** - November 15

**Summer** - April 15

### Admission Requirements

You must meet the admission requirements of the Toulouse Graduate School as well as the following

College of Business requirements:

- Satisfactory GMAT Scores
- A 600-700 word essay about events, experiences, and qualifications that distinguish your candidacy
- Résumé with education and work experience
- Two letters of recommendation from professional or academic references

For more information visit

[www.cob.unt.edu/programs/masters/admission.php](http://www.cob.unt.edu/programs/masters/admission.php)

### Student Profile

#### Total Number of Applicants for 2014-2015

672

#### Admission

Admitted 52% of applicants

#### Gender Distribution

Female: 42%

Male: 58%

#### Age & Experience

Average age of student: 29

Average years of work experience: 3-5 Yrs.

#### GPA Distribution For Fall 2013/14

Overall average: 3.19

Last 60 hours average: 3.34

#### GMAT Score Average Fall 2013/14

530

source: Graduate Programs Office, College of Business, UNT.





# Now is the time to stand out.



## Information Sessions

Visit the UNT campus:

[www.cob.unt.edu/programs/masters/infosession.php](http://www.cob.unt.edu/programs/masters/infosession.php)

## Apply for admissions

[Gradschool.unt.edu](http://Gradschool.unt.edu) and select "Apply Now"

For more info on the College of Business Graduate Programs Office: 940-369-8977 or [mbacob@unt.edu](mailto:mbacob@unt.edu)

## About UNT

A student-focused public research university, UNT has been named a best university for Forbes and is the largest, most comprehensive in the Dallas-Fort Worth area. With excellent academics and distinguished faculty, we're the choice of 36,000 students. We offer 99 bachelors, 83 masters, and 36 doctoral degree programs.



The UNT College of Business has been continuously accredited by the Association to Advance Collegiate Schools of Business (AACSB) since 1961. AACSB-accredited schools are widely considered to be the world's best business schools.

A green light to greatness.®