HANKAMER SCHOOL OF BUSINESS

General Information

At Baylor University's Hankamer School of Business, top-ranked programs combine rigorous classroom learning, hands-on experience in the real world, a solid foundation in Christian values and a global outlook. Making up approximately 25 percent of the University's total enrollment, undergraduate students choose from 13 major areas of study. Graduate students choose from full-time, executive or online M.B.A. or other specialized master's programs, and Ph.D. programs in Information Systems, Entrepreneurship or Health Services Research. The Business School also has a campus located in Dallas, Texas. Visit hankamer.baylor.edu (http://hankamer.baylor.edu/) for more information.

Mission

We cultivate principled leaders and serve the global marketplace through transformational learning and impactful scholarship in a culture of innovation guided by Christian values.

Accreditation

The undergraduate and graduate programs are fully accredited by The Association to Advance Collegiate Schools of Business (AACSB) International. AACSB accreditation is known, worldwide, as the longest-standing, most recognized form of specialized accreditation that an institution and its business programs can earn. Accreditation is a voluntary, nongovernmental process that includes a rigorous external review of a school's mission, faculty qualifications, curricula and ability to provide the highest-quality programs.

History

In 1923, on the heels of a three-year business depression that coincided with the end of World War I, members of the Baylor University Board of Trustees acted on the recommendation of President Samuel Palmer Brooks to establish a business administration program that would provide students adequate preparation for business careers. Goals for the program are just as relevant today as they were then.

- To enable students to see more clearly the complex nature of modern business and the qualifications required.
- To make graduates' services of a higher order and their advancement more rapid.
- To materially lessen the trouble and expense that otherwise falls on employers of persons without such education.
- To develop and disseminate improved ideals as to how business should be conducted.

In 1924, the Business School was authorized to arrange a course of study leading to the Bachelor of Business Administration degree—a degree that was first conferred in 1925 on six men and one woman.

By 1956, with some $500,000 in cash and pledges from friends and alumni in hand, planning had begun in earnest for building a separate facility for the Baylor School of Business. Construction was initiated in 1958.

In 1959, the Business School was granted autonomous status and coordinate rank among the other schools in the Baylor University system and was fully accredited by AACSB.

As construction of the Business School's new home neared a critical point in 1959, two notable benefactors came forward. Paul Kayser provided the funds needed for an auditorium and Earl C. Hankamer made a $500,000 gift to complete construction and furnishing of the facility. Shortly afterward, university trustees renamed the school the Hankamer School of Business. Mr. Hankamer, a 1915 Baylor graduate, was a successful oil and land investor known throughout the Southwest for his philanthropic efforts and his Christian character and business principles.

Between the late sixties and mid-eighties, the school experienced unprecedented growth in student enrollments, endowments, expanded facilities and state-of-the art resources. The number of faculty and staff reached an all-time high during that period as well.

Today, we strive to use our God-given gifts and academic talents to further His kingdom through the realm of business.

Facilities

In 2013, Paul L. Foster, a 1979 B.B.A. alumnus, provided the naming gift for the Paul L. Foster Campus for Business and Innovation. This campus is the new home of the Hankamer School of Business. It provides approximately 275,000 square feet of classroom, office, conference and collaborative spaces to meet the needs of our program for the 21st century.

Planning for additional space to house our expanding programs began in 2004. Initially, adding on to the current Hankamer and Cashion facilities was studied. However, in consultation with architects, it was concluded that the best option was to build a completely new facility to accommodate the future needs of the Business School. Overland Partners was hired to help design a new facility. The building was designed to address important themes from the Business School's mission including engagement, collaboration, community, technology, ethics/sustainability and global connections.

While a number of gifts were received through the silent phase of the capital campaign, the project would not have been able to proceed had it not been for the naming gift by Paul Foster. His gift allowed the Board of Regents to formally announce the project and to set a December 2014 date for the groundbreaking with a grand opening in Fall 2015. The heart of the campus is a 10,000 square foot atrium that includes a café that provides a place to promote community. Innovative classroom designs encourage and support an engaged learning environment. Thirty-six team meeting rooms support collaboration, and the new campus is LEED Certified at the Gold Level to promote the concept of sustainability. Finally, the Conference Center and the use of technology helps connect the world to the Foster Campus.

The Hankamer School of Business will spend the 2023-2024 and 2024-2025 academic years celebrating 100 years of preparing business leaders through academic achievement and conducting purposeful research that impacts the world at large, as well as looking to the next 100 years of Baylor Business.

Libraries

The Baylor University Libraries provide resources and services that support the research needs of students in the Hankamer School of Business. Services provided include interlibrary loan; library instruction classes; research assistance; and in-person, email, phone, and instant message reference help. An extensive reference collection, electronic journals, and electronic resources such as ProQuest One Business,

IBISWorld, Mergent Online, and Nexis Uni enable students to connect with information needed in the 21st century business world.

Administrative Offices

Several administrative departments provide service to the school. These include the following offices and center:

Office	Contact
Office of the Dean	Susan N. Copeland, Assistant to the Dean
Undergraduate Programs Office	Krista M. Howell, Assistant Dean
Graduate Programs Office	Laurie D. Wilson, Director
Communications and Marketing Office	Cynthia J. Jackson, Assistant Dean
Financial Administration and Budget Office	Jordan Chadwick, Senior Financial Manager
Facilities	Jill Combs, Facilities Manager
Technology Center	Nils Holgersson, Technology Director

Technology Center

Nils Holgersson, Technology Director

The Technology Center offers prompt excellent service and state-of-the-art equipment for students, faculty and staff in the Hankamer School of Business. To provide the best service to all of its users, the Center functions as a separate department, reporting directly to the dean.

The Technology Center provides a number of technology-equipped spaces in the Foster Campus for Business and Innovation. The Technology Commons holds more than 80 computers for student use, including the 44-seat Casey Technology Commons Learning Lab. The Technology Commons provides scanning and video editing capabilities on specialized stations as well as three high speed monochrome laser printers and a color laser printer. Center personnel maintain many categories of software applications and continually evaluate updated versions of existing programs and recent software innovations.

The Technology Center oversees the 36 team rooms in Foster, all of which have a flat panel display and the ability for students to connect their devices to it. An innovative scheduling system is available for reserving these rooms.

To enhance the classroom experience for both students and faculty, the Center has equipped every classroom with computers and display capabilities, and most rooms have multiple displays for showing both faculty and student content. In addition, each classroom is equipped with lecture capture and videoconferencing capability. All areas of the Foster Campus have access to AirBear, the University wireless network, which allows students to use mobile devices to access the Internet and online Baylor resources during class sessions or while studying in one of several common areas. The Center also offers access to several videoconferencing capable conference rooms throughout the Foster Campus. In addition, the Center supports nine computer classrooms, which host a large number of classes taught with a computer component.

While the Center is responsible for meeting the computer needs of the students, it also offers technology support for the faculty and staff including office computer support, individual technology consultation and web development. Beyond these services, the Center staffs a Help Desk and a Graphics/Desktop Publishing workstation and provides support for specialized technology including the atrium video wall, interactive displays and digital signage throughout the Foster Campus.

Professional Centers

John F. Baugh Center for Entrepreneurship and Free Enterprise

Kendall Artz, Ph.D., Director of John F. Baugh Center for Entrepreneurship
Shaun Limbers, M.B.A., Associate Director
Peter G. Klein, Ph.D., Director of Free Enterprise

The Baugh Center for Entrepreneurship and Free Enterprise was created in 1980 as one of the first entrepreneurship centers in the United States. Its activities largely focus on providing entrepreneurship education to the community of entrepreneurs outside of the Hankamer School of Business. In 2013, Baugh Center activities were expanded to include a significant focus on conducting and disseminating free enterprise research that examines the intersection of public policy decisions and entrepreneurial activity.

Baugh Center personnel are now engaged in a wide range of activities that encourage and support entrepreneurship education and research. These include:

- Researching issues related to the effects of local, state and national policy decisions on entrepreneurial actions and performance.
- Leading outreach efforts to non-business school constituents through events such as the New Venture Competition, the OSO Launch Program, and the Community Entrepreneurship Program.
- Arranging symposiums and special events to facilitate dialogue among faculty, students, and community members on free enterprise issues.
- Assisting students and practicing entrepreneurs with feasibility assessments of potential businesses.
- Directing the operations of the Business and Innovation Living-Learning Center.
- Supporting on-campus student led organizations such as the Baylor Entrepreneurship Club.
- Conducting seminars and workshops in conjunction with local community leaders to provide entrepreneurship training to practicing entrepreneurs.

Business and Innovation Living-Learning Center

Lauren Ross, Program Director

The Business and Innovation Living-Learning Center (B&I-LLC) is an exciting opportunity created to provide housing and academic support for Pre-Business and Business students, as well as entrepreneurially-minded students from all fields of study. The mission of the B&I-LLC is to immerse students in a transformational approach to faith-based business education by fostering community, cultivating a culture of entrepreneurial thinking and action, encouraging personal and professional development, and connecting students with Business School faculty and entrepreneurial professionals.

Housed in Brooks Flats, this is the first on-campus residential housing option dedicated to those students with a common interest in business and innovation. Pre-Business students in the B&I-LLC have the unique opportunity to take BUS 1101 Connect to Hankamer School Bus together as a cohort class. Another cohort class, ENT 3301 Entrepreneurship: Living and Learning, is offered to students with a specific interest in entrepreneurship.

Institute for Family Business
Peter G. Klein, Ph.D., Interim Director

The Institute for Family Business at Baylor University delivers research, teaching, and outreach to family-owned enterprises within the state of Texas, while promoting the tenets of Firm-Family-Faith on a global scale, encouraging all to "Put faith back on the table". Established in 1987, the Institute promotes rigorous scholarship with the interaction of faculty and students through qualitative and quantitative research and transforms education by disseminating knowledge in formal classroom settings. It also promotes Christian engagement through building relationships between members of the family business community and Baylor University.

Center for Information Systems Research (CISR)
Jonathan K. Trower, Ph.D., Interim Director

Information and communication technologies (ICTs) have had a profound impact on the way organizations conduct business operations. Through the effective application of various ICTs, firms have used this ubiquitous resource to enable new forms of collaboration, to re-engineer business processes, to produce and disseminate organizational knowledge, and to drive innovation through enabling new products, services, and business models. And at the individual and societal levels, the expanding role of ICTs has had dramatic effects-both positive and negative-upon the way we live and work. Given the critical role of technology in today's world, it is the mission of the Center for Information Systems Research (CISR) to produce and disseminate high quality research that examines the diverse roles, uses and managerial implications of information and communications technologies (ICTs) and their related impacts on individuals, organizations, and society. Through producing such research, the CISR seeks to facilitate a better understanding of how technology can be used to enable more effective, ethical, and sustainable information-related practices among individuals, work-groups, organizations, and society in general.

Center for Nonprofit Leadership and Service
Chris P. Pullig, Ph.D., Interim Director

The Center for Nonprofit Leadership and Service's primary focus is on teaching the best practices in marketing for nonprofit organizations. It also interfaces with nonprofit organizations from around the world and encourages and conducts research that helps inform decision making in the nonprofit sector. Students from across the university are welcome to take MKT 3340 Nonprofit Marketing. This course teaches students how to apply the art and science of marketing to further the mission of nonprofit organizations. Marketing, in all forms, is the tool that helps nonprofit organizations communicate effectively with potential donors, volunteers, and the constituents they serve. The over-arching objective of the center is to equip students with the tools they need and encourage them to find meaningful ways to serve others while making a living – in essence, to do well by doing good.

Center for Professional Selling
Andrea L. Dixon, Ph.D., Executive Director
Stephanie Mangus, Ph.D., Keith Richards, Ph.D., and Eric Swan, D.B.A., Faculty Associates
Bree Meadows, M.B.A., Assistant Director

Dedicated to excellence in sales education, the Center for Professional Selling is recognized as one of the premier global information resources for the sales profession. The mission of the Center is to achieve excellence in sales education by: **building students** via a premier curriculum and college-to-career development strategy, **informing industry** by expanding the frontiers of sales knowledge in academic research, and **advancing the sales profession** through intentional promotion of professional selling to industry and society. Established in 1985, the Center was one of the first such collegiate units in the country and boldly seeks to **transform the sales function around the globe**, impacting corporations, customers and our alumni's co-workers for Jesus Christ.

Center facilities include a state-of-the art classroom and sales laboratory equipped with direct-to-web recording capability, role playing rooms and a suite housing the Professional Selling faculty and staff.

The Center provides the support needed to allow the ProSales program to guarantee and achieve 100% placement for full-time and paid internships for ProSales students.

Center for Sports Strategy & Sales (S3)
Kirk L. Wakefield, Ph.D., Executive Director, Analytics
Lane T. Wakefield, Ph.D., Director, Sales

Founded in 2004, the S3 Values-Based Leadership Program has produced hundreds of alumni who work in collegiate or professional sports or related careers in sales or business analytics. Alumni have risen to management and senior positions at teams across the NFL, NBA, NHL, MLB, MLS, NASCAR & NCAA Athletics, as well as major corporations and agencies that market through sports. All students intern with teams, corporations or agencies in sales or analytics. Over 70% begin careers in full-time positions with teams or sports-related agencies. Placement exceeds 95% by graduation.

Keller Center for Research
Randy Hacker, M.B.A., Executive Director
Marjorie Cooper, Ph.D., Academic Director
Amanda Rodriguez, M.B.A., Assistant Director

The Keller Center for Research at Baylor University is a trusted source for leading-edge, academic research positioned for the real estate industry. The Center's team of faculty, staff, and graduate assistants engage with academics and consultants from around the globe to highlight the latest research in the areas of marketing and sales, management, technology, and ethics, among others, with implications for today's real estate professionals. Established in 2006, the Keller Center was founded thanks to a generous donation from Gary Keller (BBA '79) as a resource for the real estate industry.

McBride Center for International Business
Dawn S. Carlson, Ph.D., Director
Christina Iluzada, Ph.D., Assistant Director

The McBride Center for International Business was established in 1992 to integrate the impact of the global marketplace by producing worldwide business leaders representative of Baylor University. Because of the global supply chain and international markets, business students must cultivate cultural awareness, global understanding, and problem-solving strategies required to conduct business across cultures. The McBride Center for International Business meets this need by providing transformational and enriching global experiences for undergraduate and graduate business students. These global engagement experiences include study abroad, exchange/affiliate, missions, collaborative online international learning, and internship programs. Students can also participate in the Global Business Connect student organization and earn their Global Engagement Certificate in Business.

Robbins Institute for Health Policy and Leadership
Scott H. Garner, M.H.A., FACHE, Administrative Director

The Robbins Institute for Health Policy and Leadership serves as an interdisciplinary platform to support the efforts within the Hankamer School of Business to make a major contribution in health services research and education in the United States and around the world. The Institute engages an interdisciplinary group of scholars in a wide variety of intellectual activities including teaching, external programming, and health services research. Components of the Institute include the Robbins MBA Healthcare Program, which is accredited by the Commission on Accreditation of Healthcare Management Education and was nationally ranked #17 in recent US News and World Report rankings in 2019; a Ph.D. in Health Services research approved by the Baylor Board of Regents in May 2013; and Executive MBA programs for health practitioners in Dallas and Austin.

Hodges Financial Markets Center
Brian Young, Ph.D., Managing Director

The Hodges Financial Markets Center (HFMC), initially established in January 2005 as the Southwest Securities Financial Markets Center, is a state-of-the art facility created to bring the financial markets to the students and our students to the financial markets. The Center is equipped with leading-edge technology and access to financial data similar to that available in the nation's top investment firms. The Center was designed to create a boardroom atmosphere, but to have the functionality of a classroom, a videoconferencing suite, and a place for students and faculty to conduct financial research.

Among its many uses, the HFMC serves as the classroom and research center for students enrolled in two investment courses: the Practicum in Large-Cap Portfolio Management and the Practicum in Small-Cap Investing. In these courses undergraduate and graduate students with an interest in investments receive hands-on learning in the truest sense of the word. The students in the Large-Cap Practicum manage the Philip M. Dorr Alumni and Friends Endowed Investment Fund. The Fund is one of the largest student-run investment portfolios in the nation – with a February 2023 value of approximately $12.8 million. The students in the Small-Cap Practicum manage the Hodges Fund, which had a February 2023 value of approximately $1.1 million. The students work in teams to complete initiation-of-coverage research reports on firms in which portfolio funds will be invested. The report process may include meetings with management and visits to company sites along with valuation, modeling and fundamental analysis.

The HFMC, coupled with the courses that manage the two investment funds, support the Business School's mission of engaging students in active learning. With access to real-time financial data and sophisticated analytical tools that are available in the Center, the students conduct analysis and make decisions similar to those made by institutional investment managers and gain the skills needed to step into a portfolio management position upon graduation.

Cooperative Programs
In an effort to have business students gain experience with everyday business activities, the Hankamer School of Business has developed a number of programs in cooperation with the business community.

Accounting Intern Program
This program involves supervised practical accounting work at an approved business or not-for-profit organization. The employer agrees to provide, under appropriate supervision, a breadth of meaningful work assignments that are commensurate with those of entry-level accounting professionals. Students desiring academic credit must obtain approval of their internships from the Director of Accounting Internships by submitting a completed internship agreement form, employer provided job description, and statement of internship goals and expectations prior to beginning the program. Interns must keep a daily log (journal) of work assignments while on the internship. The daily log, an end-of-internship written report, and evaluation from the employer that work assignments have been fulfilled by the intern are required upon completion of the internship.

Baylor Angel Network (BAN) Practicum
The Baylor Angel Network Practicum is an innovative, hands-on learning opportunity for exceptional undergraduate students. Through BAN, students receive valuable early-stage investing experience by working closely with investors and entrepreneurs seeking angel funding. Angel networks are organized groups of individuals who work together to make investments in privately-owned, early-stage companies. By evaluating opportunities within an organized angel network, investors seek to achieve economies of scale in sourcing potential investments, evaluating presentations from entrepreneurs, and mitigating risk by pooling their expertise. Participation as a student analyst in the BAN Practicum is determined by a rigorous interview process conducted in the fall of the junior year. Interviews are conducted and selections are made by the current senior BAN analysts.

B.E.S.T. The Business Excellence and Scholarship Team (B.E.S.T.)
The Business Excellence and Scholarship Team (B.E.S.T.) is an innovative educational approach that emphasizes experiential learning, international exposure, and entrepreneurial thinking. The program covers the last two semesters of the senior year and includes topics pertinent to today's business world as well as traditional business policy. Teams work on high value, innovative projects that provide transformative educational experiences that emphasize integrative thinking and real-world problem solving. Key activities of B.E.S.T. include two, week-long trips, one each in the fall and spring semesters, that allow the students to develop an appreciation for business environments and practices in different regions of the world. Membership in the program is by invitation only based upon GPA, extracurricular activities and leadership potential, as well as faculty recommendations.

Entrepreneurship Intern Program
The program offers a student the opportunity to work with a practicing entrepreneur in a decision-making, managerial role. Applications for the program are available from the John F. Baugh Center for Entrepreneurship. Internships are for credit and may be taken during any semester.

Information Systems Intern Program
Information Systems majors participating in the internship program work in organizations and learn first-hand how to design, develop and implement information technology projects that help businesses compete more effectively. As part of this guided learning experience, students participate in a cohort that works and learns together. Internships are normally taken for course credit with most being paid positions.

Management and Human Resource Management Intern Program
The Department of Management offers an internship program through which management and human resource management majors are provided carefully structured opportunities to apply management and human resource management principles in workplace settings. By application only, a management faculty member supervises each intern

and works closely with the host firm to ensure a rewarding learning experience.

Marketing Intern Program

The Department of Marketing, in cooperation with firms, offers marketing majors the opportunity to participate in internship programs in the areas of retail management, professional selling, advertising, sports marketing and non profit marketing among others. Marketing faculty supervise each intern and work closely with the firm to create a mutually beneficial learning experience.

Professional Selling Intern Program

Designed as an applied learning experience, the course follows the student's short-term paid placement within a firm. The intern's responsibilities are determined by the firm offering the internship; however, sales faculty work with companies to ensure that the student's experiences are full and rewarding. The course provides the framework for the student to document learning experiences from the internship in an e-portfolio (a useful tool for career management) and through a main-stage, executive-type speaking experience. The student completes the internship during the summer following the junior year and completes the course during the fall of the senior year.

Sports Strategy & Sales Intern Program

Students selecting a Sports Strategy and Sales (S3) emphasis in the Marketing major complete summer internships with professional sports teams, brands, agencies and media partners involved in sports and entertainment. The student's S3 emphasis of sales or analytics determines the nature and location of the internship.

Supply Chain Management Intern Program

The Department of Management offers an internship program through which SCM majors have the opportunity to gain business experience in a supply chain-related environment. By application only, a supply chain management faculty member supervises each intern and works with the sponsoring firm to help ensure a rewarding learning experience.

Hankamer School of Business Faculty

Name	Title
Sandeep Mazumder, Ph.D.	Dean
Mitchell J. Neubert, Ph.D.	Senior Associate Dean of Research and Faculty Development
Cindy Wu, Ph.D.	Associate Dean for Diversity and Inclusion
Patricia M. Norman, Ph.D.	Associate Dean, Graduate Programs
Bradley E. Lail, Ph.D.	Associate Dean, Undergraduate Programs
Krista M. Howell, M.S.Ed.	Assistant Dean, Undergraduate Programs
Anthony G. Lapes, M.S.Ed.	Assistant Dean for Operations

Department of Accounting and Business Law

Gia M. Chevis, Ph.D., Interim Chair
Martha E. Agee, J.D.
Jane N. Baldwin, Ph.D.
Haylee A. Beard, M.Acc.
Lotte D. Bostick, J.D.
J. Owen Brown, Ph.D.
Laurie L. Burney, Ph.D.
Don P. Carpenter, M.S.
S. Owen Davidson, Ph.D.
Charles E. Davis, Ph.D.
Cari C. Edison, M.B.A.
Lauren E. Farish, M. Tax
Caroline O. Ford, Ph.D.
Kevin, Hee, Ph.D.
Emily K. Hornok, Ph.D.
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R. Kathleen Hurtt, Ph.D.
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Betty Xing, Ph.D.

Department of Economics

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Finley C. Edwards, Ph.D.
Tisha L. N. Emerson, Ph.D.
Linda K. English, Ph.D.
Clayton R. Featherstone, Ph.D.
Neil S. Fleming, Ph.D.
Scott H. Garner, M.H.A.
Steven L. Green, Ph.D.
Craig G. Gunderson, Ph.D.
Mark C. Kelly, Ph.D.
Forest S. Kim, Ph.D.
Wilson W. Law, Ph.D.
Sandeep Mazumder, Ph.D.
Kimberly D. Mencken, M.S.
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Lourenço S. Paz, Ph.D.
Van H. Pham, Ph.D.
Michael R. Richards, Ph.D.
John M. Ssozi, Ph.D.
Rebecca Thornton, Ph.D.
David D. VanHoose, Ph.D.
Zachary A. Ward, Ph.D.
James E. West, Ph.D.

Department of Entrepreneurship and Corporate Innovation

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Gabriella Cacciotti, Ph.D.
Lee H. Grumbles, Ph.D.
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David J. Scheaf, Ph.D.
Tyler D. Self, M.B.A.
Justin Yan, Ph.D.

Department of Finance, Insurance, and Real Estate

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Erik H. Davidson, D.B.A.
Andrew L. Detzel, Ph.D.
David L. Dicks, Ph.D.
Ernest S. Fletcher, Jr., M.B.A.
James R. Garven, Ph.D.
Shuting (Sophia) Hu, Ph.D.
Hwanki (Brian) Kim, Ph.D.
Pil-Seng (Phil) Lee, Ph.D.
Antonio J. Macias, Ph.D.
Steven P. Rich, Ph.D.
J. Allen Seward, Ph.D.
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Department of Information Systems and Business Analytics

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Debra D. Burleson, Ph.D.
John R. Carlson, Ph.D.
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Timothy R. Kayworth, Ph.D.
Tae Hun Kim, Ph.D.
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Dapeng Liu, Ph.D.
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Reagan M. Ramsower, Ph.D.
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Drew W. Risinger, M.H.A.
Juli C. Rosenbaum, M.A.
Nancy G. Sanchez, M.S.
Yulia W. Sullivan, Ph.D.
Carlos I. Torres, Ph.D.
Carolyn H. Turner, M.B.A
Robin L. Wakefield, Ph.D.
Xunyi Wang, Ph.D.
Philip D. Young, Ph.D.
Rongen (Sophia) Zhang, Ph.D.

Department of Management

Emily Hunter, Ph.D., Chair
Gary R. Carini, Ph.D.
Dawn S. Carlson, Ph.D.
Matthew A. Douglas, Ph.D.
Van D. Gray, Ph.D.
Kaylee J. Hackney, Ph.D.
Kyongji Han, Ph.D.
Stephanie M. Kunst, Ph.D.
Min K. Lee, Ph.D.
Pamela S. Manhart, Ph.D.
Blaine McCormick, Ph.D.
Christopher J. Meyer, Ph.D.
Mitchell J. Neubert, Ph.D.
Sara J. Perry, Ph.D.
Matthew J. Quade, Ph.D.
Pedro M. Reyes, Ph.D.
Joshua K. Strakos, Ph.D.
John G. White, M.B.A.
Rachel C. Woods, J.D.
Michael W. Wright, M.B.A.
Ju-Chien (Cindy) Wu, Ph.D.
Wen Zhang, Ph.D.

Department of Marketing

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Marjorie J. Cooper, Ph.D.
Meredith E. David, Ph.D.
Andrea L. Dixon, Ph.D.
Mark G. Dunn, Ph.D.
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JaeHwan Kwon, Ph.D.
Tyrha M. Lindsey, Ph.D.
Stephanie M. Mangus, Ph.D.
Ann M. Mirabito, Ph.D.
Kellen J. Mrkva, Ph.D.
Ashley S. Otto, Ph.D.
Keith A. Richards, Ph.D.
James A. Roberts, Ph.D.
Eric L. Swan, D.B.A.
Lingjiang (Lora) Tu, Ph.D.
Kirk L. Wakefield, Ph.D.
Lane T. Wakefield, Ph.D.

Councils

The Executive Council

Dean S. Mazumder; associate deans, P. Norman, B. Lail, M. Neubert, C. Wu; department chairs, P. Klein, J. Trower, E. Hunter, J. Henderson, C. Pullig, G. Chevis, S. Underwood, assistant dean of communications and marketing, C. Jackson, assistant to the dean, S. Copeland, assistant dean for operations, A. Lapes, director of strategic planning and accreditation, V. Gray, assistant vice provost for career management, K. Buckley, director of the McBride Center, D. Carlson, assistant dean for undergraduate programs, K. Howell, event coordinator, M. Skopik and managing director of development, T. Hagins.

The Strategic Planning Council

Dr. Van Gray, coordinating chair

The principal charge for this group of faculty and staff is, guided by our values, **to chart the future of the Hankamer School of Business as it relates to the achievement of our purpose, mission, and vision**. Currently, the council focuses on three areas of strategic significance for the Business School, (1) purposeful research, (2) experiential and innovation

learning, and (3) Christ-centered diversity. This planning council works through the following four committee structure:

Calling: Mark Dunn, Gia Chevis, Ann Mirabito, Tisha Emerson, Emily Hunter, Jonathan Trower, Anthony Lapes, and Cheryl Kay.
Character: Pasty Norman, Blaine McCormick, Mitch Neubert, Rachel Woods, Matt Quade, Jim Henderson, and Chuck Stanley.
Climate: Peter Klein, Cindy Wu, Jae Kwon, Don Carpenter, Sara Perry, Chris Pullig, and Steve Green.
Connections: Hope Koch, Andrea Dixon, Josh Strakos, Trey Hagins, C.J. Jackson, Brad Lail, Michael Estepp, and Dawn Carlson.

The Academic Strategic Planning Task Force

Jonathan Trower, Gia Chevis, Tim Kayworth, Blaine McCormick, Mitch Neubert, Peter Klein, Shane Underwood, Steve Green, Jim Henderson, Patsy Norman, Emily Hunter, and Cindy Riemenschneider.

The Learning Excellence Task Force

Gia Chevis, Mark Dunn, Brad Lail, Ann Mirabito, Cheryl Kay, Pasty Norman, Blaine McCormick, Chris Pullig, Peter Klein, Josh Strakos, Cindy Wu, and Mitch Neubert.

The Scholarship Excellence Task Force

Tisha Emerson, Shane Underwood, Rachel Woods, Peter Klein, Owen Brown, Jae Kwon, Josh Strakos, Jim Roberts, Lora Tu, Sara Perry, Matt Quade. Ex Officia: Jonathan Trower, Mark Dunn, Cindy Riemenschneider, Pasty Norman, Brad Lail, and Mitch Neubert.

Committees

Outstanding Faculty Selection: L. Palich, Chair;
Scholarships: B. McCormick, Chair;
Summer Sabbatical and Research Leave: M. Neubert, Chair

Faculty Mentors and Staff Advisors

Faculty Mentors

Program	Faculty Mentor
Accounting	Dr. Caroline Ford
Baylor Business Fellows	Dr. Allen Seward, Dr. Chuck North, and Dr. Steven Green
Economics	Dr. James Henderson and Dr. Sandra Klein
Entrepreneurship	Dr. Les Palich
Finance	Dr. Steve Rich
Human Resource Management	Dr. Cindy Wu and Dr. Sara Petty
Management Information Systems	Mr. Bud Esserman and Dr. Jonathan Trower
International Business	Dr. James Henderson and Dr. Lourenço Paz
Management	Ms. Rachel Woods, Mr. Michael Wright, and Mr. John White
Marketing	Dr. Morris George and Dr. Chris Pullig
Professional Selling	Dr. Andrea Dixon
Risk Management and Insurance	Mr. Paul Anderson, Dr. James Garven and Dr. Allen Seward
Supply Chain Management	Dr. Josh Strakos, Dr. Blaine McCormick, and Dr. Pedro Reyes

Undergraduate Office

Program	Staff Advisor
All Majors	Mrs. Krista Meek Howell, M.S.Ed., Assistant Dean
All Majors	Mrs. Pam Bailey, M.S.Ed., Associate Director
All Majors	Mr. Grant DeYong, M.Div., M.S.Ed., Associate Director
All Majors	Mr. Sam Binkley, M.S.Ed., Assistant Director
All Majors	Ms. Amy Rhodes, M.S., Assistant Director
All Majors	Mrs. Laura Lalani, M.S.Ed., Manager
All Majors	Mrs. Holly Jahrmarkt, M.S.Ed., Program Manager
All Majors	Mr. Chad Shearn, M.Div., Senior Advisor
All Majors	Mrs. Pam Weatherman, B.A., Senior Advisor
All Majors	Mr. Alec Daugherty, M.A., Senior Advisor
All Majors	Mr. Austin Durnell, M.S., Advisor
All Majors	Mrs. Shelly Chudej, M.Ed., Advisor
All Majors	Mr. Oscar Nanez, M.Ed., Advisor
All Majors	Mrs. Scharla Pogue, M.Ed., Advisor

Students minoring in business as a non-BBA student are advised as follows:

Program	Faculty Mentor
Business Administration	Mrs. Pam Bailey
Economics	Dr. James Henderson and Dr. Sandra Klein
Entrepreneurship Minor	Dr. Les Palich

The Business Curriculum

The curriculum leading to the Bachelor of Business Administration degree is built on a broad foundation of courses in the liberal arts, the business core, and courses in a major(s). The Hankamer School of Business seeks to provide its students the opportunity to develop into rational, productive individuals by designing a curriculum that advances their knowledge of the business, economic, political, and social environments in which they will live and work. More specifically, the curriculum endeavors to help students understand the interrelation and coordination necessary among the various elements of business operations **and** the relationship of each of these elements to the overall operations of the organization. It further seeks to cultivate students' understanding of the primary analytical tools and business systems to develop in them a capacity for objective analysis and leadership and to make them aware of their social responsibilities. Specific learning goals include organizational literacy, problem solving skills, leadership and teamwork, communication and interpersonal skills, global awareness, business ethics, and hands on, practical experiences.

The Hankamer School of Business also believes that its curriculum should develop the student in three personal-skill areas: written communication, oral communication, and computer proficiency (as a tool in helping solve business problems). The business core course BUS 4385 Strategic Management and certain required "major field of study" courses have designated as a course objective the development of these personal-skill areas.

The Hankamer School of Business attempts to achieve all of the preceding objectives by engaging participants in both active learning and scholarly exploration within a community guided by Christian values.

Admission to the Hankamer School of Business

All entering freshmen and transfer students who wish to study business will be required to register in the non-degree granting Pre-Business major (unless they qualify and are accepted to the Hankamer Scholars program). Upon fulfilling the requirements shown below, they may apply for admission to one of the degree granting business majors.

First Year Requirements

In order to continue as a Pre-Business major beyond the first year, a student must:

- complete a minimum of 24 credit hours at Baylor;
- maintain a minimum 3.0 cumulative Baylor GPA;
- complete the following with a minimum grade of "C" in each course:

Code	Title	Hours
BUS 1101	Connect to Hankamer School Bus	1
BUS 1201	Introduction to Business	2
BUS 1350	Software Applications for Business Productivity and Decision-Making	3
ENG 1310	Writing and Academic Inquiry Seminars	3
or CLA 1304	From Ancient Rhetoric to Modern Research Writing	
or PHI 1301	Research Writing: Introduction to Philosophy	
MTH 1308	Precalculus for Business Students	3
or MTH 1320	Precalculus Mathematics	
MTH 1309	Calculus for Business Students	3
or MTH 1321	Calculus I	

If these requirements are not met, the student must change degree programs and may not return to the BBA degree.

Requirements for Admission

Application for admission to the Business School is made after the student has satisfactorily completed the first year requirements, has a minimum 3.0 cumulative Baylor GPA, is completing 60 hours (with at least 12 Baylor hours), and is in the process of completing his/her final set of admission requirements, which include:

Code	Title	Hours
ACC 2303	Financial Accounting	3
ACC 2304	Managerial Accounting	3
BUS 2101	Career Management (Assessment & Discovery) for Undergraduate Students	1
ECO 2306	Principles of Microeconomics	3
ECO 2307	Principles of Macroeconomics	3
QBA 2302	Business Data Analysis I	3

Students must earn a minimum grade of "C" in all courses required for admission.

For students meeting the academic requirements, the following will be considered in the admission decision: a completed application form, a student resume, a statement of personal and professional goals, and a curriculum and graduation plan including a desired major. An interview may be required in some cases. If a student has a minimum 3.0 cumulative Baylor GPA, consideration for admission will be deferred one semester after a student reaches 60 hours if all requirements can be met in the following semester a student is enrolled at Baylor (two summer sessions count as one semester). Students who do not meet the admission requirements at 60 hours (plus another semester, if deferred) will be required to change degree programs.

Pre-Business Students in Upper Division Courses

Pre-Business students cannot progress into upper division business courses (3000-4000 level) until they have been admitted to the Business School. The only exception to this policy is for those students who have successfully taken the suggested (advised) sequence of lower core courses and should logically begin taking an upper division business core course. However, under no circumstances will a Pre-Business student be allowed to take a course in a major. In addition, a Pre-Business student who has a cumulative Baylor GPA less than 3.0 will not be permitted to enroll in 2000-level or above business courses. An incomplete grade may affect a student's eligibility to enroll in 2000-level or above business courses.

Internal Transfer Students

Current Baylor students must have a minimum 3.0 cumulative Baylor GPA and 12 hours in residence to request to change to the Pre-Business major. Students must internally transfer no later than the end of the semester in which they complete forty-five Baylor (in-residence) hours. Students will not be allowed to transfer internally if they have already exceeded the School of Business excessive retake policy. Internal transfers must follow all of the policies of the current catalog at the time they change to the BBA degree with the exception that students changing to Pre-Business in the summer will be placed on the following fall catalog.

External Transfer Students

External transfers desiring to enter Baylor as a Pre-Business student must have a minimum 3.0 external GPA.

Course Repetition

A student may repeat a course for which his or her highest earned grade is a "C-" or below. The course should be repeated during the following semester in which the student is enrolled at Baylor. No BBA student may retake a grade of "C" or higher.

A student who has declared or desires to declare Pre-Business may repeat only once no more than two of:

Code	Title	Hours
ENG 1310	Writing and Academic Inquiry Seminars	3
or CLA 1304	From Ancient Rhetoric to Modern Research Writing	
or PHI 1301	Research Writing: Introduction to Philosophy	
MTH 1308	Precalculus for Business Students	3
or MTH 1320	Precalculus Mathematics	
MTH 1309	Calculus for Business Students	3
or MTH 1321	Calculus I	
The lower core business courses		

A grade of "W" does not count as a repeat for this policy. However, the University course repetition policy limits the total number of attempts of a course, including "Ws", to three. Any student not meeting this requirement may no longer follow the BBA degree. Students failing any of the courses due to the attendance policy may be required to change degree programs.

Regarding academic forgiveness, it is the responsibility of each student to speak with his/her academic advisor with any questions regarding whether to utilize the University Academic Forgiveness policy and when to do so. Students removed from Business courses due to not applying academic forgiveness prior to Business School processes that occur after grades are posted at the end of each semester will not be re-registered for specific courses/sections dropped.

See school or departmental major/minor requirements for policies governing the repetition of courses in specified academic areas and specific major requirements.

Pre-Business Academic Deficiency Policy

Pre-Business students' cumulative GPAs are reviewed at the end of each semester. If a student's cumulative GPA falls below a 3.00, the student is placed on academic deficiency. Pre-Business students are permitted to have a cumulative GPA less than 3.00 only once. If a Pre-Business student falls below a 3.00 cumulative GPA during a second semester, they are required to change degree programs. The semesters do not have to be consecutive.

Summary of Requirements and Courses Needed for the B.B.A. Degree

The requirements for the B.B.A. degree are divided almost equally between general arts and sciences courses and business courses. The business curriculum comprises a core of required basic business subjects, plus a minimum of twelve hours in a major. The student is given the opportunity to customize the degree through choices of certain requirements and of electives that broadens the student's understanding of business. Electives may be needed to reach 124 hours minimum to graduate. No course can count in more than one major. No more than four lifetime fitness courses may be taken for credit.

Students entering as freshmen or who transfer as freshmen or sophomores are required to attend two semesters of Chapel. Students who transfer to Baylor and are classified as juniors or seniors must attend one semester of Chapel.

The minimum residence requirement at Baylor University is sixty semester hours of full-time work. At least thirty semester hours of residence work must be done in business courses. All hours required for the major must be earned in residence.

Arts & Sciences Courses

Code	Title	Hours
Humanities and Fine Arts		
REL 1310	The Christian Scriptures	3
REL 1350	The Christian Heritage	3
Select one course from the following:		3
ARTH 1300	Introduction to Art (for non-art majors only)	
ARTH 2302	Survey of Western Art I	
ARTH 2303	Survey of Western Art II	
FDM 1303	Introduction to Mass Communication	
FDM 1309	Introduction to Film	
JOU 1303	Introduction to Mass Communication	
MUS 1321	Engaging with Music	
THEA 1301	Acting I: Realism	
THEA 1306	Introduction to Theatre	
Select three semester hours from the following:		3
ENG 2310	American Literary Cultures	
Any course from the Literature in Context Distribution List [1]		
Foreign Literature		
Mathematics and Natural Sciences		
Laboratory Science from the Scientific Method I Distribution List [2]		4
Select one of the following: [3]		3-6
MTH 1308 & MTH 1309	Precalculus for Business Students and Calculus for Business Students	
MTH 1320 & MTH 1321	Precalculus Mathematics and Calculus I	
Personal Development		
PUBH 1145	Health and Human Behavior	1
Select one course from the following:		1
Lifetime Fitness		
AS 1111	Leadership Laboratory	
MILS 1111	Leadership Lab I	
MUEN 1102	Marching Band	
Social Sciences		
HIS 1300	The United States in Global Perspective	3
PSC 1387	The U.S. Constitution, Its Interpretation, and the American Political Experience	3
Select three semester hours from the following:		3
ANT 1306	Cultural Anthropology in Global Context	
ANT 1325	Introduction to Global Health	
AS 4302	Preparation for Commissioning	
ENV 2376	Environment and Society	
LING 1305	Language in Society	
MILS 4302	Advanced Leadership II	
PHI 1308	Contemporary Moral Problems	
SOC 1305	Introduction to Sociology	
SWO 2320	Human Diversity and Leadership	
WGS 2300	Women's and Gender Studies: An Introduction	
Written and Oral Communication		
Select three semester hours from the following:		3
CLA 1304	From Ancient Rhetoric to Modern Research Writing	
ENG 1310	Writing and Academic Inquiry Seminars	
PHI 1301	Research Writing: Introduction to Philosophy	
Select three semester hours from the following:		3
CSS 1301	Fundamentals of Public Communication	
CSS 1302	Speech for Business and Professional Students	
CSS 1304	Argumentation, Discussion, and Debate	
Select one of the following options:		3-6
Option 1		
Complete one Foreign Language (including classical languages and American Sign Language) through the second level, either 1302, 1306 (for ASL) or 1412		
Option 2		
Select two courses, one from each area:		
Complete one course from: Foreign Language (including American Sign Language)		

ACC 3310	Accounting Research and Communication [4]	
BUS 3330	Cross-Cultural Communication	
JOU/FDM 3372	Writing for Media Markets	
ENG 3000-ENG 4000 level		
PWR 3000-PWR 4000 level		
Complete one course from: Foreign Language (including American Sign Language) or		
ACC 4350	Business and Professional Ethics for Accountants	
AS 3302	Leading People and Communicating Effectively II	
BUS 3303	Managerial Communications	
ENT 3301	Entrepreneurship: Living and Learning	
FAS 1311	Freshman Academic Seminar: Modern Languages, Cultures, and Global Communities	
MILS 3302	Intermediate Leadership II	
Any additional JOU, FDM, ENG, PWR, CSS, LDS, or GTX course		
Total Hours		**39-45**

[1] Literature Context Distribution List (p. 10)
[2] Scientific Method I (with lab) Distribution List (p. 10)
[3] Students may skip MTH 1308 Precalculus for Business Students with an ACT math score of 26 or higher, a SAT math score of 620 or higher, or an ALEKS placement exam score of 70 or higher. Students may skip MTH 1320 Precalculus Mathematics with an ACT score of 27 or higher, a SAT math score of 650 or higher, or an ALEKS placement exam score of 80 or higher.
[4] Only Accounting majors may take ACC 3310 Accounting Research and Communication.

Literature in Context Distribution List

Code	Title	Hours
CLA 2301	Literature of Ancient Greece	3
CLA 2302	Literature of Ancient Rome	3
CLA 2306	Greek and Roman Mythology	3
ENG 2301	British Literature	3
ENG 2306	World Literature	3
FRE 3312	Children's Literature in French	3
FRE 3315	Panorama of French Theatre	3
GTX 2301	Intellectual Traditions of the Ancient World : Literature and Thought	3
GTX 2302	Medieval Intellectual Traditions: Literature and Thought in Context	3
GTX/THEA 3341	Master Works in Drama	3
PHI 2303	Philosophy in Literature	3
REL 3301	Psalms and Wisdom Literature	3
REL 3308	The Literature of the Pentateuch: Narrative, Poetry, Genealogy, and Law	3
SPA 3305	Introduction to Hispanic Literature	3

Scientific Method I (with Lab) Distribution List

Code	Title	Hours
ANT 1404	Introduction to Human Evolution	4
ANT 1407	Introduction to Archaeology	4
BIO 1303 & BIO 1103	Human Ecology: Our Place in Nature and Human Ecology Lab: Our Place in Nature	4
BIO 1305 & BIO 1105	Modern Concepts of Bioscience and Modern Concepts of Bioscience Laboratory	4
BIO 1306 & BIO 1106	Modern Concepts of Bioscience, continued and Modern Concepts of Bioscience Laboratory	4
BIO 1401	Current Issues in Human Biology	4
BIO 1405	Investigations of Modern Biology Concepts I	4
BIO 1406	Investigations of Modern Biology Concepts II	4
CHE 1301 & CHE 1101	Basic Principles of Modern Chemistry I and General Chemistry Laboratory I	4
CHE 1302 & CHE 1102	Basic Principles of Modern Chemistry II and General Chemistry Laboratory II	4
ENV 1301 & ENV 1101	Exploring Environmental Issues and An Introduction to Environmental Analysis (Lab)	4
ENV 1303 & ENV 1103	Wildlife Ecology and Wildlife Ecology Laboratory Exercises	4
GEO 1401	Earthquakes and Other Natural Disasters	4
GEO 1402	World Oceans	4
GEO 1405	The Dynamic Earth	4
GEO 1410	Gems and Minerals	4
NSC 1306 & NSC 1106	Introduction to Neuroscience and Introduction to Neuroscience Laboratory	4
PHY 1404	Light, Vision and Optics	4
PHY 1405	Everyday Physics	4
PHY 1407	Sound and Acoustics	4
PHY 1408	General Physics for Natural and Behavioral Sciences I	4
PHY 1409	General Physics for Natural and Behavioral Sciences II	4
PHY 1420	General Physics I	4
PHY 1430	General Physics II	4
PHY 1455	Descriptive Astronomy	4
PHY 2455	Foundations of Astronomy	4

Business Courses

Business Core

Code	Title	Hours
ACC 2303 & ACC 2304	Financial Accounting and Managerial Accounting	6
BL 3305	Legal Environment of Business	3
BUS 1101	Connect to Hankamer School Bus	1
BUS 1201	Introduction to Business	2
BUS 1350	Software Applications for Business Productivity and Decision-Making	3
BUS 2101	Career Management (Assessment & Discovery) for Undergraduate Students	1
BUS 3101	Career Management (Strategy & Success) for Undergraduate Students [1]	1

BUS 3315	Business Communications	3
BUS 4385	Strategic Management [2]	3
ECO 2306 & ECO 2307	Principles of Microeconomics and Principles of Macroeconomics	6
FIN 3309	Introduction to Finance	3
or FIN 3310	Introduction to Corporate Finance	
MIS 3305	Management Information Systems	3
MGT 3305 & MGT 3325	Leadership & Organizational Behavior and Operations Management	6
MKT 3305	Principles of Marketing	3
QBA 2302 & QBA 3305	Business Data Analysis I and Introduction to Business Analytics	6
Total Hours		**50**

[1] Students majoring in Accounting will complete ACC 3101 Accounting Career Management Seminar in place of BUS 3101 Career Management (Strategy & Success) for Undergraduate Students.

[2] It is strongly recommended that BUS 3101 Career Management (Strategy & Success) for Undergraduate Students, FIN 3309 Introduction to Finance or FIN 3310 Introduction to Corporate Finance, MGT 3305 Leadership & Organizational Behavior, MKT 3305 Principles of Marketing, and MGT 3325 Operations Management be taken in the junior year with a minimum grade of "C" required. These courses **must** be completed before BUS 4385 Strategic Management, the business capstone course.

Major

Code	Title	Hours
Major field of study		12-18
Total Hours		**12-18**

Free Electives

Elective hours must be taken for a grade and are only needed to reach the 124 hour minimum to graduate. It is recommended that a student use electives to pursue a double major in the Business School or a minor or secondary major outside of the Business School.

Note: **All** courses taken in the major field, including those permitted in a different discipline (whether excess or not), will calculate into the GPA for that major.

Requirements for Graduation with B.B.A. Degree

Students are responsible for all degree requirements described in the General Information section of this catalog.

The Bachelor of Business Administration degree may be obtained by completing a minimum of 124 semester hours of prescribed work. Ordinarily this can be expected to take eight semesters; however, students with superior scholastic capability may complete the requirements in seven semesters.

In order to graduate, a student must attain a "C" average cumulatively, including a "C" average in the courses for the major field, and a "C" average in the business core.

Requirements for Integrated B.B.A./Graduate Degrees in Accounting

Those individuals preparing for the Certified Public Accounting professional certification should follow the B.B.A. undergraduate major in Accounting followed by the Master of Accountancy or The Master of Taxation Program described in the Graduate Catalog.

Majors on the B.B.A. Degree

A student in the B.B.A. degree program must complete the required course work in at least one major. A major is defined as twelve to eighteen hours of specified course work in a particular field. A student may have a double major by completing the required semester hours in each majors' area.

Hankamer Scholars Program

The purpose of the Hankamer Scholars Program is to allow high-ability students interested in pursuing a BBA degree to complete the business curriculum in a more rigorous and condensed timeline. Hankamer Scholars are required to maintain high academic performance to remain in the program and retain the advantages of the program. Hankamer Scholars can be admitted to the Business School one year early at the beginning of their sophomore year. Students who are a part of the program will benefit from a minimum of 12 hours of flexibility in the BBA degree allowing them to more easily pursue multiple business majors, minors outside the Business School, or other pre-professional educational goals. This program is only available to first-time Freshmen entering Baylor.

Admission to the Program

Recommended minimum test scores:

- Overall: 1340 SAT or higher
- Overall: 29 ACT or higher

(For test-optional students, a holistic review from Admissions certifies their eligibility.)

Required qualifying math score (or credit for MTH 1321 Calculus I):

- 80 or higher on ALEKS Math
- 650 SAT math score or 27 ACT math score
- MTH 1320 Precalculus Mathematics departmental approved credit pre-matriculation

Documents required:

- Essay (how would you benefit from the program)
- Updated resume

Curriculum Guidelines

The following courses are required for Scholars to be able to declare a major within the Business School:

Code	Title	Hours
HASC 1101	New Student Experience for Hankamer Scholars	1
BUS 1350	Software Applications for Business Productivity and Decision-Making	3
ENG 1310	Writing and Academic Inquiry Seminars	3
or CLA 1304	From Ancient Rhetoric to Modern Research Writing	
or PHI 1301	Research Writing: Introduction to Philosophy	
MTH 1321	Calculus I	3
or MTH 1309	Calculus for Business Students	
ECO 1380	Introduction to Economic Analysis and Policy	3

ACC 2303	Financial Accounting	3
ACC 2304	Managerial Accounting	3
QBA 2302	Business Data Analysis I	3

Requirements for Maintaining Status in the Scholars Program

- Scholars must complete the above courses in-residence post-matriculation with a grade of "C" or higher.
- Scholars must earn and maintain a minimum 3.4 GPA.
- If a Scholar does not complete the above admission requirements by the end of the first year at Baylor, then he/she will be transitioned to the traditional BBA curriculum for admission.

Minimum Standards to Remain in BBA Degree

- All BBA students, including Scholars, must earn a minimum 3.0 GPA in at least 24 hours at Baylor in their first year to continue in the BBA degree.
- All BBA students may repeat only once no more than two of: Research Writing course, MTH 1321 Calculus I or MTH 1309 Calculus for Business Students and the lower core business courses (including ECO 1380 for Scholars). Any student not meeting this requirement may no longer follow the BBA degree nor return to the BBA degree in the future.

Curriculum Adjustments From Traditional BBA Degree Plan

- Hankamer Scholars are not required to complete BUS 1201 Introduction to Business, BUS 2101 Career Management (Assessment & Discovery) for Undergraduate Students or a Fine Arts course.
- Hankamer Scholars complete ECO 1380 Introduction to Economic Analysis and Policy in place of ECO 2306 Principles of Microeconomics and ECO 2307 Principles of Macroeconomics.
- Hankamer Scholars must qualify to take MTH 1321 Calculus I in their first semester at Baylor thereby skipping MTH 1320 Precalculus Mathematics.
- Hankamer Scholars will complete HASC 3101 Career Development for Hankamer Scholars in place of BUS 3101 Career Management (Strategy & Success) for Undergraduate Students.

Scholars will complete all other degree requirements specified for the BBA degree.

B.B.A. as a Second Bachelor's Degree

A student who has been awarded another bachelor's degree (other than a B.B.A.) may obtain the B.B.A. degree by completing a minimum of sixty semester hours (less any required courses already completed) in the Hankamer School of Business, including fifty hours of the business core, and the twelve-hour minimum for a major. In no case will the degree be granted on the basis of less than thirty hours of residence work at Baylor (sixty hours if the first degree was awarded elsewhere).

Majors

- Accounting (https://catalog.baylor.edu/undergraduate/hankamer-school-business/majors/accounting/)
- Baylor Business Fellows (https://catalog.baylor.edu/undergraduate/hankamer-school-business/majors/baylor-business-fellows/)
- Economics (https://catalog.baylor.edu/undergraduate/hankamer-school-business/majors/economics/)
- Entrepreneurship and Corporate Innovation (https://catalog.baylor.edu/undergraduate/hankamer-school-business/majors/entrepreneurship-corporate-innovation/)
- Finance (https://catalog.baylor.edu/undergraduate/hankamer-school-business/majors/finance/)
- Human Resource Management (https://catalog.baylor.edu/undergraduate/hankamer-school-business/majors/human-resource-management/)
- International Business (https://catalog.baylor.edu/undergraduate/hankamer-school-business/majors/international-business/)
- Management (https://catalog.baylor.edu/undergraduate/hankamer-school-business/majors/management/)
- Management Information Systems (https://catalog.baylor.edu/undergraduate/hankamer-school-business/majors/management-information-systems/)
- Marketing (https://catalog.baylor.edu/undergraduate/hankamer-school-business/majors/marketing/)
- Professional Selling (https://catalog.baylor.edu/undergraduate/hankamer-school-business/majors/professional-selling/)
- Risk Management and Insurance (https://catalog.baylor.edu/undergraduate/hankamer-school-business/majors/risk-management-insurance/)
- Supply Chain Management (https://catalog.baylor.edu/undergraduate/hankamer-school-business/majors/supply-chain-management/)

Certificates

- Business Analytics Certificate (https://catalog.baylor.edu/undergraduate/hankamer-school-business/certificates/business-analytics-certificate/)
- Energy Commerce Certificate (https://catalog.baylor.edu/undergraduate/hankamer-school-business/certificates/energy-commerce-certificate/)

Minors

Non-business majors may choose minors in Business Administration, Economics, or Entrepreneurship. Non-business majors must have at least sophomore-standing, with a minimum 12 Baylor hours, and a 2.75 cumulative Baylor GPA in order to enroll in minor courses for the Business Administration and Entrepreneurship minors. Students must maintain a 2.75 cumulative GPA to continue taking classes in these minors. Course availability during the fall and spring semesters may be limited. Most courses for the Business Administration minor, however, are offered during the summer.

- Business Administration Minor (https://catalog.baylor.edu/undergraduate/hankamer-school-business/minors/business-administration-minor/)
- Economics Minor (https://catalog.baylor.edu/undergraduate/hankamer-school-business/minors/economics-minor/)
- Entrepreneurship Minor (https://catalog.baylor.edu/undergraduate/hankamer-school-business/minors/entrepreneurship-minor/)

Endowed Positions

Endowed positions are ranked within the classifications of chairs, professorships, and fellowships.

The Ben Williams Endowment

This endowment provides for five professorships, currently activated in the areas of economics, economic education, entrepreneurship, information systems, and marketing.

Chairs

The Herman Brown Chair of Economics
The W. W. Caruth Chair of Entrepreneurship
The Harry and Hazel Chavanne Chair of Christian Ethics in Business
The Carr P. Collins Chair of Finance
The William E. Crenshaw Dean in the Hankamer School of Business
The William E. Crenshaw Endowed Chair 1
The William E. Crenshaw Endowed Chair 2
The H. R. Gibson Chair in Management Development
The Frank S. Groner Memorial Chair in Finance
The Curtis Hankamer Chair of Entrepreneurship
The Emerson O. Henke Chair of Accounting
The Roderick L. Holmes Chair of Accountancy
The Harriette L. and Walter G. Lacy, Jr. Chair of Banking and Finance
The Herman W. Lay Chair of Private Enterprise
The Terry S. Maness Endowed Chair in Lab-to-Market Entrepreneurship, A Baylor Academic Challenge Scholar
The Peat Marwick-Thomas L. Holton Chair of Accounting
The Mr. Mayo McBride Professorship of Finance
The Pat and Thomas R. Powers Chair of Investment Management
The Robert M. and Louise Rogers Chair of Entrepreneurship
The W. Grady Rosier Endowed Chair in Free Enterprise - A Baylor Academic Challenge Scholar
The E. M. and Thelma Stevens Chair of Private Enterprise and Entrepreneurship

Professorships

The George J. Boden Professorship in the School of Business
The John C. Bowden Endowed Professorship in Private Enterprise
The J. E. Bush Professorship in Accounting
The Mr. and Mrs. Randall W. Ferguson (Sandra) Professorship in Information Systems
The Kimberly and Aaron P. Graft Professorship in Christian Leadership in Business
The Barry C. Gross Professorship in Free Enterprise
The Frank M. and Floy Smith Holloway Professorship in Marketing
The Helen H. Ligon Professorship in Information Systems
The Mrs. W. A. (Agnes) Mays Professorship in Entrepreneurship
The Walter Plumhoff Professorship in Accounting
The R. E. Reamer Professorship in Accounting
The W. H. Smith Professorship in Economics
The Edwin W. Streetman Professorship in Marketing
The Streich Family Professorship in Family Business and Succession
The Godfrey R. Sullivan, Jr. Professorship in Information Systems
The Ben H. Williams Faculty Endowments

Fellowships

The Alvarez Family Endowed Fund for Business as a Mission
The Baylor-Belize Mentoring Partnership Endowment
The Baylor Bishop Leadership & Innovation in Business Endowed Fund
The Jon and Dena Billington Endowed Marketing Research Fund
The Sam P. and Cheryl Boyd Endowed Dean's Excellence Fund for Hankamer School of Business
The Bob Brewton Baylor Angel Network Endowed Fund
The David and Carolyn Brooks Undergraduate Research Assistant Endowment in Business
The Christopher Scott and Amy Raub Brown Endowed Fund in Lab-to-Market Entrepreneurship
The Cione Family Endowed Fund for Professional Selling
The Stanley, Mike, and Darren Craig Endowed Fund in Lab-to-Market Entrepreneurship
The John and Elisha Dillon Endowed Fund for Women in Leadership
The Ernst and Young Teaching Fellowship in Accounting
The Fenn Family Endowed Fund for Robbins Institute for Health Policy and Leadership
The Frank and Pat Gabriel Endowed Fund in Business
The Gallagher Family Endowment in Christian Leadership & Ethics in Business
The Hankamer School of Business Accounting Missions Endowed Fund
The Mark and Robin Howard Hankamer School of Business Endowed Fund in Ethical Leadership
The Harper Family Research Assistant Endowment in Business
The Caroline and Larry P. Heard Research Assistant Endowment in Business
The Ellen L. Holman Endowed Fund for Women in Leadership
The Russell and Taryn Jones Endowment in Business
The JRBT Endowed Fund in Accounting (Jaynes, Reitmeier, Boyd & Therrell, P.C.)
The Leveridge Family Research Assistant Endowment in Business
The KPMG Summer Faculty Fellowship
The Marion Family Hankamer School of Business Management Department Endowed Fund in Ethics & Leadership
The Kathleen and Mindy Mattina Endowment for Faculty Research
The Colletta and Don McMillian Memorial Endowed Fund
The Steven P. Napier Endowed Faculty Scholar Fund in the Hankamer School of Business
The Nitsche Family Hankamer Endowment
The Tom and Pat Powers Family Endowed Fund for Baylor Business Fellows
The PWC Faculty Fellowship for Teaching Excellence
The John David and Kelly Major Rainey Endowed Faculty Scholar Fund in Business Analysis
The Chad Ruyle Endowment for Entrepreneurship
The Lenora F. and David W. Stewart Marketing Endowment
The Phil and Cindy Thames Endowed Fund in Information Systems & Business Analytics
The Dexter and Lois Ward Serendipity Endowment in Entrepreneurship

Endowed Lectures and Library Shelves

The Ben H. Williams Distinguished Speaker Series
The Ben H. Williams Marketplace Series–An Executive Speakers Program
The A. C. Upleger Accounting Lectures
The A. C. Upleger Accounting Shelf Fund

Scholarships

A number of scholarships are available to students in the Hankamer School of Business. Applications may be obtained from the Undergraduate Programs Office in the Hankamer School of Business and must be submitted there prior to March 1 for the following academic year.

The James K. Abernathy Memorial Scholarship Fund
The Accounting and Business Law Faculty Endowed Scholarship Fund
The Accounting Department Scholarship Fund
The Pierce W. Alexander Endowed Scholarship in Accounting
The Sam L. Allen Scholarship Fund in Business

The Joel T. and Diane Bailey Allison Endowed Scholarship Fund in Healthcare Administration
The Alpha Kappa Psi Endowed Scholarship Fund
The Robert W. and Peggy A. Alspaugh Endowed Scholarship Fund
The Alvarez Family Endowed Scholarship Fund in Business
The American Marketing Association Scholarship Fund
The Charles W. Anderson Accounting Scholarship Fund
The Joseph and Kelly Armes Endowed Scholarship Fund
The Kristen and Michael Arnett Endowed Scholarship Fund in Accounting
The Robert L. Bailes, Sr. Endowed Scholarship Fund in Accounting
The Alger Ben Baker III Memorial Endowed Scholarship
The Bill and Donna Baker Endowed Scholarship Fund
The Dan and Linda Baker Endowed Scholarship Fund
The Donna DuPuy Baker Endowed Scholarship in Economics
The Kenneth Ball Scholarship Fund
The Bank of America Scholarship Fund
The Penn and Margie Barber Endowed Scholarship Fund
The John F. Baugh Endowed Academic Scholarship Fund in Hankamer School of Business
The Joe E., Sr., and Bessie Dunkle Baxter Hankamer School of Business Endowed Scholarship Fund
The Baylor Business Network of Dallas Endowed Scholarship Fund
The Baylor Business Network of San Antonio Endowed Scholarship Fund
The Mr. and Mrs. W. F. Beall Academic Scholarship Fund
The C. W. Beard Endowed Scholarship Fund in Business
The John and Nikki Buxton Bell Endowed Scholarship Fund in Business
The Melvin Brian Beard Endowed Scholarship Fund
The Bob and Laura Beauchamp Endowed Scholarship Fund
The Walter A. and Gloria M. Bielstein Endowed Scholarship Fund
The W. Dial (Dub) Black, Jr. Endowed Scholarship Fund in Business
The James and Cornelia Blaine Endowed Scholarship Fund
The Wanda Alexander Blockhaus Endowed Scholarship
The Andre and Annelise Blom Family Endowed Scholarship
The Danny R. and Marsha L. Bowlin Endowed Scholarship Fund in Business
The Brazos Higher Education Endowed Scholarship Fund in the Hankamer School of Business
The Louis and Angela Bremer Endowed Scholarship Fund in Health Policy and Leadership
The Billy N. Brewer Memorial Endowed Scholarship Fund in Accounting
The H.N. Broom Endowed Scholarship Fund in Management
The Shepherd Spencer Neville Brown Memorial Endowed Scholarship Fund
The Frances Mary Brownlie Endowed Scholarship in Accounting
The R. Michael Bryant Endowed Scholarship Fund
The Burke Family Endowed Scholarship Fund in Accounting
The Frank Hammond Burkhart Endowed Accounting Scholarship
The A. S. Burleson Scholarship Fund
The Madalene and James Reuben Butler Endowed Scholarship Fund
The H. E. Butt Grocery Company Endowed Scholarship Fund
The Lance and Lauren Byrd Endowed Scholarship Fund in Entrepreneurship
The Norman N. Campbell Memorial Endowed Academic Scholarship Fund
The Steve B. and Penny Flowers Carlile Endowed Scholarship Fund in Business
The Chester E. Carlson Endowed Scholarship Fund in Accounting
The Claude S. Carlton Endowed Scholarship Fund
The Steve and Claudia Carmichael Family Scholarship Fund
The Monroe S. Carroll Endowed Scholarship Fund
The Michael N. and Ann C. Cassell Student Assistance Fund
The Caitlin N. Casteel Endowed Scholarship Fund in Accounting
The William D. Caton and Susan M. Doyle Caton Endowed Scholarship Fund in Accounting
The Center for Professional Selling Endowed Scholarship Fund
The Cervantes Family Hankamer School of Business Endowed Scholarship Fund
The William W. and Carolyn C. Chaney Endowed Scholarship Fund
The Staden and Yonnie Chapman Endowed Scholarship Fund
The Mary Ellen Chavanne Scholarship Fund
The Clifton Edward and Corin Watson Childs Scholarship Fund
The Christian Leadership Endowed Scholarship Fund
The Dr. Lawrence B. Chonko Scholarship Fund
The Chou Family Endowed Scholarship Fund in Sports, Sponsorship and Sales
The Nathan E. and Margaret A. Christian Endowed Scholarship Fund in Economics
The Bobbie B. Cobb Endowed Scholarship Fund in Business
The Charles and Stacey Cochran Endowed Scholarship Fund in Management Consulting
The Mary and Paul Cole Endowed Scholarship Fund
The Coleman Family Endowed Scholarship Fund in Business
The Lane and Kaye Collins Endowed Scholarship Fund
The James H. Colvert Endowed Scholarship Fund
The Scott and Kirsten Kloesel Colvert Endowed Scholarship Fund for Accounting Graduate Program
The Michael S. Connell Endowed Scholarship Fund in Accounting
The Lucian and Suzanne Conway Endowed Scholarship Fund in Accounting
The Carol Cooper Memorial Endowed Scholarship Fund
The Robert D. Cope Endowed Scholarship Fund
The Robert D. Copple Endowed Scholarship Fund in Accounting
The Edward "Eddie" Leonard Cotner Endowed Scholarship Fund in Accounting
The Donald L. and Kathryn M. Cox Endowed Scholarship Fund
The Dana F. Crawford Accounting Scholarship Fund
The Harold and Pat Crawford Memorial Endowed Scholarship Fund
The Ed Crenshaw Endowed Scholarship Fund in the Hankamer School of Business
The Zubin and Suzanne Scates Daroowala Endowed Scholarship Fund in Business
The David W. and Christy B. Dauphin Endowed Scholarship Fund in Accounting
The Thomas R. and Amy Breunig DeGoey Endowed Scholarship Fund in Management
The Deloitte and Carroll Webb Accounting Scholarship Fund
The Delta Sigma Pi Endowed Scholarship Fund
The Kenneth B. and Donna Vanwinkle Denton Endowed Scholarship Fund
The Jesse A. Derrick Memorial Scholarship Fund
The Donald and Della Adams Diggs Memorial Scholarship Fund
The Dixon Family Endowed Scholarship Fund in Business
The Melvin and Margaret Dorr Endowed Scholarship Fund
The James R. Drury Memorial Scholarship Fund
The Robert and Jeannine Duke Endowed Scholarship Fund in the Hankamer School of Business
The William P. and Janie B. Dukes Memorial Endowed Scholarship in Business
The Gerald P. and Kathy M. Dunlap Endowed Scholarship Fund in Business
The James Franklin and Beverly H. Eberts Business School Endowed Scholarship Fund
The Economics Department Endowed Scholarship Fund
The William T. and Dorothy L. Edgar Accounting Scholarship Fund

The Eichelberger Family Endowed Scholarship in Management Information Systems
The Kay and Don Elliott Endowed Entrepreneur Scholarship Fund
The Milton W. and Rebecca L. Ellisor Endowed Scholarship Fund
The Dr. Eric J. Emerson Endowed Scholarship Fund in Business
The J. F. England Endowed Scholarship Fund in Professional Selling
The Adrian Escalante, Jr. Endowed Scholarship Fund in Business
The Alfred Verlin Jr. and Ruth Downes Evans Family Endowed Scholarship Fund in Accounting and Finance
The Sloan Everett Endowed Scholarship Fund
The A. David Ewing Memorial Scholarship Fund
The Walter C. & Lillian Fadal Endowed Scholarship Fund
The Will and Carolyn Fair Endowed Scholarship Fund
The Tom '96 and Carrie '98 Field Family Endowed Scholarship
The Kellie and Scott Fischer Endowed Scholarship Fund in Accounting
The Carroll and Colleen Fitzgerald Endowed Scholarship Fund in Business
The William D. Ford Endowed Scholarship Fund
The Jon M.Foster Family Endowed Scholarship Fund in Business
The Neil S. Foster Memorial Scholarship Fund
The Jim and Xan Foulks Endowed Scholarship Fund
The Jared L. Frame Memorial Endowed Scholarship Fund
The Carl A. “Jake” Freeze Accounting Scholarship
The Douglas W. Frost Memorial Scholarship Fund in the Hankamer School of Business
The Franklin George Gabriel Endowed Scholarship Fund in the Hankamer School of Business
The Frank and Pat Gabriel Endowed Scholarship in Business
The Jim Gabriel Endowed Business Scholarship Fund
The Ann and Scott Garner Endowed Scholarship for the Robbins Institute for Health Policy and Leadership
The Michael and Amy Gathright Endowed Scholarship Fund in Business
The Bert Kenneth Geisler Endowed Scholarship Fund in Business
The William Geldmeier, Jr. Accounting Scholarship Fund
The Eric Hercules Geotas Memorial Endowed Scholarship Fund
The Mr. and Mrs. Louis Theodore Getterman, Sr. and Mr. and Mrs. Emerson E. Holt Endowed Scholarship Fund
The Shawn and Denise Gilbert Endowed Scholarship in Accounting Graduate Programs
The James B. Gilbreath Business Scholarship Fund
The Evelyn S. Gorin Endowed Scholarship Fund
The R. Randall Grace Jr., Memorial Scholarship
The R. Dean and Marjorie "Peggy" Bell Graves Endowed Scholarship Fund in Business
The Gus B. and Betty S. Green Endowed Scholarship Fund
The J. Wiley Green Endowed Memorial Scholarship Fund
The Philip and Lisa Green Endowed Scholarship Fund in Business
The Jim and Debbie Greenwood Endowed Scholarship Fund
The Barry C. Gross Endowed Scholarship Fund in Business
The Guaranty Federal Bank Scholarship Fund
The Jerry T. and Christi J. Haag Family Endowed Scholarship Fund in Business
The William G. and Helen D. Habicht Memorial Scholarship Fund
The Linda and Kenneth Hall Scholarship for the Robbins Institute for Health Policy and Leadership
The Hankamer School of Business Scholarship Fund
The Geraldine Hankamer Scholarship Fund
The Tom and Melba Harken Endowed Scholar Fund
The David H. and Cindy L. Harper Endowed Scholarship
The Shelley and Jack Harper Endowed Scholarship Fund
The Gary D. and Emily E. Harrell Endowed Scholarship in Business
The Harriet Tubman - Texas American Bank/Fort Worth Endowed Scholarship Fund
The Robin and Wendy Harris Family Endowment
The Gary W. and Deborah K. Harroz Endowed Scholarship Fund
The Maxine B. Hart Information Systems Scholarhsip Fund
The Ellis and Helen Head Endowed Scholarship Fund
The Caroline G. and Larry P. Heard Endowed Scholarship Fund in Business
The Hickerson Family Endowed Scholarship Fund
The Hodge Family Endowed Scholarship Fund in Business
The Hoffman Family Endowed Scholarship in Accounting
The Walter Henry and Nora Bradley Holcombe Endowed Scholarship Fund
The James C. and Donna L. Hollon Scholarship Fund
The Frank and Floy Smith Holloway Endowed Scholarship Fund
The Ellen L. Holman Endowed Scholarship Fund in Information Systems
The Karen A. and Jonathan D. Hook Family Endowed Scholarship Fund
The Horn Family Endowed Scholarship Fund in Business
The David Houston Endowed Scholarship Fund in Economics
The Alicia E. Howell Endowed Scholarship for Women in Leadership
The Bobby and Pat Hoxworth Endowed Scholarship Fund in Business
The Huey Family Endowed Scholarship Fund
The Jim and Ann Huffman Family Endowed Scholarship Fund in Accounting
The Jackson Hughes Scholarship Fund
The Anne and Michael Hyde Endowed Scholarship Fund in Business
The John and Patricia Ikard Scholarship Fund
The IKON Office Solutions, Inc. Endowed Scholarship Fund
The Information Systems Department Scholarship Fund
The Robert Poss and Beth Rushing Ingram Endowed Scholarship Fund in Business, a Hord Challenge Scholarship
The Dudley and Donna V. Jackson Endowed Scholarship Fund in Accounting
The D. T. Janes Endowed Academic Scholarship Fund
The Steve and Beth Jarvie Endowed Scholarship Fund
The Harry and Anna Jeanes Endowed Scholarship Fund in the Hankamer School of Business
The Rex Jennings Family Endowed Scholarship Fund
The Jeremiah 29:11 Endowed Scholarship Fund in Business
The Gary and Patricia Johnson Scholarship Fund
The Jerry W. Johnson Endowed Scholarship Fund in Marketing
The Ross T. and Jill Morrison Johnson Endowed Scholarship Fund
The Robert E. and G. Austin Johnston Hankamer School of Business Endowed Scholarship Fund
The C.W. Jones Memorial Endowed Scholarship Fund in the Hankamer School of Business
The Charles Walton Jones Endowed Scholarship Fund in Accounting
The John Graham Jones Endowed Scholarship Fund in Entrepreneurship
The Kathryn Kepner Jones Endowed Scholarship Fund
The Jones/Hill Family Endowed Scholarship Fund in Accounting
The Kanaly Family Endowed Scholarship Fund
The Professor Thomas M. Kelly Endowed Scholarship Fund in Business
The Kelley Family Endowed Scholarship Fund, a Hord Challenge Scholarship
The Robert and Katie Cunningham King Endowed Scholarship Fund
The William Eugene and Eloise Eppner Kirkpatrick Endowed Scholarship Fund
The Kirksey Family Endowed Scholarship Fund in Entrepreneurship
The James M. “Henry” & Lynn Williams Klatt Endowed Scholarship Fund
The Kevin J. and Dr. Hope Koch Endowed Scholarship in Fund in Business
The Stanley Koester Scholarship Fund in the Hankamer School of Business
The Darlene Kyser Endowed Scholarship Fund in Business
The Grady H. Langford, Jr. Memorial Endowed Scholarship Fund in Finance

The R. Britt Langford Endowed Scholarship Fund in Business
The Christopher R. and Julianna A. LeBlanc Endowed Scholarship Fund
The William A. Lee Endowed Scholarship Fund in Business
The Darryl Lehnus Endowed Scholarship Fund in Sports Strategy and Sales
The Stephen K. Leonard Scholarship Fund
The Milfred L. and Mary Lee Lewis Endowed Academic Scholarship Fund
The Herbert and Johanna Liebscher Foundation Endowed Scholarship Fund
The Curtis F. Lightfoot Hankamer School of Business Endowed Scholarship Fund
The Ryan and Karen Liles Endowed Scholarship Fund for Accounting Graduate Programs
The James E. and Anna Lindemann Endowed Scholarship Fund
The Ezra Thomas Little Endowed Scholarship Fund in Entrepreneurship
The Justin G. and Frances P. Longenecker Endowed Scholarship Fund
The Martin C. Lovvorn Memorial Scholarship Fund
The Lowe's Market Endowed Scholarship Fund in Business
The Lubel Family Endowed Scholarship Fund
The Mr. and Mrs. Tom Lutz Hankamer School of Business Scholarship
The M. Lee and Millie Harris Endowed Scholarship Fund in the Hankamer School of Business
The Robert Allen Mann Endowed Academic Scholarship Fund
The Christopher P. and Jill S. Manning Endowed Scholarship Fund
The Herbert W. Markwardt Endowed Scholarship Fund in Entrepreneurship
The Don and Faith Martin Family Foundation Endowed Scholarship Fund in Business
The Clyde D. Martin and Marjane Martin Endowed Scholarship Fund in Accounting
The George M. and Bonnie L. Martin Endowed Scholarship Fund
The Kimberly and Scott Martin Endowed Scholarship Fund in Business
The Albert G. and Lucy Maynard-McGee Endowed Scholarship Fund in the School of Business
The McClain Family Endowed Scholarship Fund
The Red McCombs Excellence in Leadership Endowed Scholarship Fund
The Duane and Betty McCullough Endowed Academic Scholarship Fund
The Ruth Carroll McCullough Endowed Memorial Scholarship Fund
The Mr. and Mrs. George McElroy Scholarship Fund
The M. Ray McGowen Endowed Scholarship Fund in Business
The Wilson E. and Linda H. McGregor Endowed Accounting Scholarship Fund
The W. Scott and Dana T. McLain Endowed Scholarship Fund in Accounting
The Drayton McLane, Jr. Hankamer School of Business Endowed Scholarship Fund
The Michael P. McNamara, Sr., Endowed Scholarship Fund
The Eric and Theresa Michaud Endowed Scholarship Fund in Business
The Margaret Wells Middlebrook Endowed Scholarship Fund in Business
The Tom and Leslie Milam Endowed Scholarship Fund in Business
The Bryan C. Miller, Jr. and Martha H. Miller Foundation Endowed Scholarship Fund
The Helen J. Miller Endowed Scholarship Fund in Accounting
The Mark and Lisa Miller Endowed Scholarship Fund
The Jeff Mills Family Endowed Scholarhip Fund in Entrepreneurship
The Montgomery Endowed Scholarship Fund
The Carlos W. Moore Endowed Scholarship Fund
The Chris and Lamar Moore Endowed Scholarship Fund
The Sam Moore School of Business Scholarship Fund
The Pete and Thelma Casso Morales Endowed Scholarship Fund in Business
The Brenda M. Morris/Baylor Business Network of Houston Endowed Scholarship Fund
The Ronald D. and Cheryl H. Murff Endowed Scholarship Fund in Business
The Hershey and Becky McKnight Muse Endowed Scholarship Fund in Business
The Catherine Beth Taylor Musgrave Endowed Scholarship Fund in Business
The Doug and Missy Myers Endowed Scholarship Fund in Business
The Walton A. Nail Memorial Endowed Scholarship Fund
The H. Hart Nance Banking Endowed Scholarship Fund
The Ward B. Nelson Memorial Endowed Scholarship Fund
The Nitsche Family Endowed Scholarship Fund in Business
The Robert K. and Robin L. Nitsche Endowed Scholarship Fund in Business
The Ruth E. Nordyke Endowed Scholarship Fund in Business
The Jeffrey K. and Leslie S. Norman Family Endowed Scholarship Fund
The Lyndon Olson Jr., Endowed Scholarship Fund
The Tony and Louisa Pack Endowed Scholarship Fund in Business, a Hord Challenge Scholarship
The Jeanie and Allen Pagel Endowed Scholarship Fund for the Hankamer School of Business
The Don P. Panter Memorial Endowed Scholarship Fund
The Leo and Gloriana Parchman Endowed Business Scholarship Fund
The James M. (Jamie) and Carol Bright Parker Endowed Academic Scholarship Fund in Business
The James M. (Jamie) and Carol Bright Parker Endowed Scholarship Fund in Business
The John and Richelle Parker Endowed Scholarship Fund
The James W. Parsons, Jr., Endowed Scholarship Fund Hankamer School of Business
The Earl B. Patrick Family Endowed Scholarship Fund
The Mark H. and Susan L. Payne Endowed Scholarship Fund
The Park E. Pearson Endowed Scholarship Fund in Accounting
The Brian C. Pennington School of Business Scholarship Fund
The Laree E. Perez Endowed Scholarship Fund in Business
The Mervin D. Peters Endowed Scholarship Fund in Business
The J. William Petty Endowed Scholarship Fund
The Kurt and Kristi Plumer Endowed Scholarship Fund in Business
The Verna Lou Bissett Pittman Memorial Endowed Scholarship Fund
The Rogers and Joyce Pope Endowed Scholarship Fund
The Boone and Peggy Powell Endowed Scholarship Fund for the Robbins Institute at the Hankamer School of Business
The Tom and Pat Powers Family Endowed Scholarship in Business
The Floyd W. and Frances Prather Scholarship Fund
The Price Waterhouse/Harold Dokupil Endowed Scholarship Fund
The James E. Pullen Memorial Endowed Scholarship Fund
The Randy and Myra Pullin Endowed Scholarship Fund in Accounting
The Larry Don Quinius Endowed Scholarship Fund in Business
The William C. Ray Endowed Scholarship Fund
The Alan and Cathy Raymond Endowed Scholarship Fund in Business
The Jeffrey Alan and Lauren Keathley Read Endowed Scholarship Fund
The Jack W. Sr., and Jan Redding Endowed Scholarship Fund in Business
The Jack W. Redding, Jr. and Juli A. Redding Memorial Endowed Scholarship Fund
The David Reid Endowed Scholarship Fund in Entrepreneurship
The Curtis and Gerry Reierson Endowed Scholarship Fund
The Anna T. Reiman Endowed Scholarship Fund in Business
The S. Jack Reiman Endowed Scholarship Fund in Business
The G. Michael and Edith Colvin Reitmeier Endowed Scholarship Fund in Graduate Accounting
The Janet A. Rhines Endowed Scholarship Fund in Economics

The Rex Bodoin and John G. Richter Memorial Scholarship Fund
The David A. and Kandice L. Ridley Endowed Scholarship Fund
The Harold E. Riley Scholarship Fund
The Richard and Patricia Roach Endowed Business Scholarship Fund
The Bart and Beth Roberson Endowed Scholarship Fund
The Mark A. and Chrystine Buchholz Roberts Endowed Scholarship Fund
The Eric J. Rothe and Phillip C. Endsley Endowed Scholarship Fund
The Gordon Rountree Endowed Academic Scholarship Fund in Marketing
The Rountree Family Endowed Scholarship Fund for Accounting Graduate Programs
The Ronnie and Mary Rudd Hankamer School of Business Scholarship Fund
The John and Jo Ruzicka Endowed Scholarship Fund in Business
The Dean and Danene Saggau Endowed Scholarship Fund in Business
The Robert Scroggs Sales Scholarship Fund
The Scott J. and Susannah Spence Salmans Scholarship Fund in the Hankamer School of Business
The Eduardo Santa-Cruz Memorial Endowed Scholarship Fund
The Jeff and Judy Schmeltekopf Endowed Scholarship Fund in Financial Planning
The Tracy Schultz and Karen Turner Endowed Scholarship Fund
The Chris Schumacher Memorial Scholarship Fund
The Richard C. Scott Endowed Scholarship Fund
The Terry M. Scott Endowed Scholarship Fund
The Walter M. and Elizabeth Parkhill Scott Endowed Scholarship Fund Hankamer School of Business
The William M., Jr. and Lee A. Shamburger Endowed Scholarship Fund in Accounting
The John T. Sharp Accounting Scholarship Fund
The Robert S. and Dixie A. Shelton Endowed Scholarship Fund in Accounting
The Paul and Norma Shultz and Family Endowed Scholarship Fund in Business
The Bobby R. Simpson Endowed Scholarship Fund
The Kenneth G. Simpson Memorial Endowed Scholarship Fund in Accounting
The David and Sandy Sledge Endowed Scholarship Fund in Entrepreneurship
The Derek and Jennifer Smith Endowed Scholarship, a Hord Challenge Scholarship
The Michael and Becky Smith Endowed Scholarship Fund in Accounting
The Billy Joe and Mary Beth Smith Trust Endowed Scholarship Fund
The Patsy Smith Endowed Scholarship Fund for Women in Business
The Walstein Smith, Jr., Scholarship Fund
The W. Harrell and Martha Isbell Spears Endowed Scholarship Fund in Business
The Dr. Wayman Spence Scholarship Fund
The Russell A. and Holli S. Spencer Endowed Scholarship Fund
The Joe L. and Joan Spivey Endowed Scholarship Fund
The James and Debra Stanford Endowed Scholarship Fund in Business
The Kara Roddy Stracener Memorial Business Scholarship Fund
The Mickie and Bill Strait Endowed Scholarship Fund for the Accounting Graduate Program
The Striebeck Family Endowed Scholarship Fund
The Godfrey R. and Viola W. Sullivan Endowed Scholarship Fund in Business
The Anne and Basil Surgent Memorial Endowed Scholarship Fund
The Wayne and Barbara Swearingen Endowed Scholarship Fund in Business
The Terry and Cindy Syler Endowed Scholarship Fund in Business
The Talents Scholarship
The Karen and Jeff Tanner Endowed Scholarship Fund in Sales and Marketing
The Tartaglino-Richards Family Endowed Scholarship Fund
The Callaway Foundation Endowed Scholars Fund
The Dr. Bill Thomas Endowed Scholarship Fund in Accounting
The Jack M. Thornton/CUMREC-College & University Computer Users Conference Endowed Scholarship Fund
The Brian and Karen Tinsley Endowed Scholarship Fund
The James and Barbara Tipps Endowed Scholarship Fund
The Mark W. Tipton Endowed Scholarship Fund
The Mark and Courtney Toon Endowed Scholarship Fund
The A. A. Torance Memorial Scholarship
The H. Roy Touchy, Jr., and Deborah Putzka Touchy Endowed Scholarship Fund
The Kirk E. and Carol T. Townsend Endowed Scholarship Fund in Business
The Joan T. Trew Family Endowed Scholarship Fund in Business
The Edwin L. (Jack) Trice Scholarship Fund
The W. James Truitt Scholarship Fund
The Joseph Platt, Jr., and Kathryn M. Turner Endowed Scholarship Fund
The Sarah Marie Turner Endowed Scholarship Fund in Accounting
The Shane Turner Endowed Scholarship Fund in Entrepreneurship
The O. G. Tyler Endowed Scholarship Fund
The Laura Marks Tynes and Warren B. Tynes Endowed Scholarship Fund in the Hankamer School of Business
The UHY Mann Frankfort Stein and Lipp Advisors, Inc. Endowed Scholarship Fund
The Reverend Virgil and Bonnie Vaughn Endowed Scholarship Fund
The Jay and Corby Verdoorn Endowed Scholarship Fund
The Jonathan Alvin Wade Endowed Scholarship Fund
The Brigadier General Donald B. Wagner and Jan Wagner Endowed Scholarship Fund
The William Cullen Walters Excellence Award
The Charles Michael and Amy Clark Walton Endowed Scholarship Fund
The Charles W. Weathers Endowed Scholarship Fund
The Jan Criswell Webb Endowed Scholarship Fund, a Hord Challenge Scholarship
The Weber Family Endowed Scholarship Fund
The Donald A. Weckwerth Endowed Scholarship Fund in Business
The Steve and Vicki Smith Weinberg Endowed Scholarship Fund in Business
The Temple and Jennifer Weiss Endowed Scholarship Fund
The Richard B. and Becky D. Welday Endowed Scholarship Fund
The Wells Fargo Endowed Scholarship Fund in Business
The Charles Floyd Wells, Jr. Endowed Scholarship Fund in Business
The Dan Wilhite and Family Endowed Scholarship
The Dilum Chandrasoma and Surangi Widyaratne Family Endowed Scholarship
The Ray Hankins Wilkerson Endowed Scholarship Fund in Business
The Bill and Eva Williams Endowed Scholarship Fund
The Donald Hugh and Jeannette M. Williams Endowed Scholarship Fund in Business
The Willis Family Endowed Scholarship Fund
The Willis Family Endowed Scholarship Fund
The Betsy Best Willis Endowed Scholarship Fund in Accounting
The Frank C. and Elizabeth Anders Wilson Scholarship Fund
The SuEllen and John H. Wilson Hankamer School of Business Endowed Scholarship Fund
The Geoff and Amy Wolf Endowed Scholarship Fund in Graduate Accounting
The Winston Wolfe Endowed Scholarship Fund in Entrepreneurship
The Michael Anderson Wood Endowed Scholarship in Finance and Accounting

The Charles Franklin Worrell, Jr., Endowed Scholarship
The Charles Franklin Worrell, III Memorial Endowed Academic Scholarship Fund
The Jennifer and Stephen Wright Endowed Scholarship Fund
The Mervin H. Yeagle, Sr., and Mildred L. Yeagle Endowed Scholarship Fund in Marketing
The John Weldon Youngblood Memorial Scholarship Fund

In addition to the scholarships listed here, any business student is eligible to apply for one of the unrestricted scholarships available at Baylor University. Applications for these scholarships should be submitted directly to the Student Financial Aid Office.

Honor Societies

Beta Gamma Sigma (The National Honor Society for Collegiate Schools of Business)

Sandeep Mazumder and Randy T. Hacker, Advisors

Election to membership in Beta Gamma Sigma is the highest scholastic honor that a business student can achieve. Election is based upon outstanding scholastic achievement and is available to juniors, seniors, and graduate students. The Delta of Texas Chapter was established at Baylor in 1960. Detailed information on the society can be obtained in the Dean's office of the Hankamer School of Business.

Omicron Delta Epsilon

James W. Henderson, Advisor

The Alpha Chapter of Omicron Delta Epsilon, national honor society in economics, received its official charter in 1951. The aim of the honor society is to stimulate interest and discussion in economic affairs, to bring worthwhile and authoritative speakers to the campus, and to cooperate in the common cause of the Hankamer School of Business and of Baylor University.

Professional Organizations

Alpha Kappa Psi

Randy Hacker, Advisor

The Epsilon Eta Chapter of Alpha Kappa Psi is a professional organization of business students. It aims to further the individual welfare of its members; to foster scientific research in the fields of commerce, accounting, and finance; to educate the public to appreciate and demand higher ideals therein; and to cooperate with the school in the development of courses in business administration.

American Marketing Association

Randy Hacker, Advisor

The Baylor University Chapter of the American Marketing Association was first chartered in the 1970s and became one of the largest student groups on campus. It was re-chartered in 2009. The chapter is open to students interested in the marketing field, regardless of major. Through its club projects, field trips, and regular meetings the organization furthers the professional development of its members. Students involved with the organization gain hands on marketing experience, build lasting relationships with other students and business professionals, and learn networking skills that will assist them in the business world. Members are encouraged to work with other team members to participate in national marketing competitions. The chapter promotes an interactive relationship between students, faculty, and business professionals and broadens its members' understanding of current marketing trends.

Association of Information Systems

Hope A. Koch, Advisor

The Baylor University Chapter of the Association of Information Systems is a professional organization for students planning careers in information systems or related professions. Intended to complement and expand classroom studies, AIS provides students with opportunities to exchange information with members of the information systems community and to explore various career alternatives. Membership is open to any student who is interested in information systems and has at least a 2.0 grade point average.

APICS (Supply Chain Management Student Organization)

Josh Strakos, Advisor

APICS is a student forum of the Association for Supply Chain Management (ASCM), sponsored by the ASCM North Texas Chapter. It is open to any current or potential Supply Chain Management student. Goals of the organization are to recruit new students to the Supply Chain Management major, form lasting relationships with Supply Chain professionals, provide a networking platform for current Supply Chain Management majors, host networking functions for students and potential employers, and educate members about supply chain and professional certifications.

Baylor Women in Business

Emily M. Hunter and Kaylee J. Hackney, Advisors

Baylor Women in Business is dedicated to developing a strong network of Christian women to provide opportunities for personal growth and business relationship development by integrating professional insight, service, integrity, and leadership.

Bears' Association of Human Resources

Sarah Perry, Advisor

The Bears' Association of Human Resources is a student chapter of the Society for Human Resource Management, sponsored by the Dallas professional chapter. It is open to all students interested in careers in human resource/personnel management. Through guest speakers and company visits, the association hopes to better prepare students for careers in the human resource/personnel areas and to provide opportunities to network with practicing human resource professionals.

Black Business Students Association at Baylor

Tyrha M. Lindsey, Advisor

The Black Business Students Association at Baylor strives to promote unity and community among Black students at Baylor University who are business majors, minors or have interests in pursuing careers in business following graduation. Our major goals are to provide a strong professional network for Black Business students at Baylor, to hold events that strengthen personal and professional development of students, and to connect students to companies and professionals in industry outside Baylor's campus.

Blockchain Collaborative

Jeff Donahoo, Advisor

The Blockchain Collaborative at Baylor University fosters a community of individuals interested in emerging technology and information security to develop industry related skills and capabilities. Currently, we focus on relevant instruction, exposure to industry leaders and concepts,

and promoting opportunities such as outreach events, workshops, and internships.

Christian Business Leaders
Priscilla James, Advisor

The purpose of Christian Business leaders is to glorify the Lord and grow in our relationship with Jesus Christ by learning from Christians in the business world, being challenged to develop as servant leaders, building relationships within the Body of Christ, and seeking God's will for our lives and occupations in order to share the gospel of Jesus Christ with the students and faculty of the Hankamer School of Business at Baylor University and ultimately to the world.

Delta Sigma Pi
Johnny Bhojwani, Advisor

The Beta Iota Chapter of Delta Sigma Pi is a professional business fraternity open to all qualified men and women who are business majors. Professionalism is the theme that permeates the organization. All activities are aimed at fostering and developing future business leaders. Guest speakers, company visits, resume workshops, and charitable and fund-raising projects allow interested students ample opportunities to use and apply the business theories taught to them in the classroom and learn new concepts that they may not have gotten from a classroom setting.

Finance Society at Baylor
Shawn Varghese, Advisor

The Baylor Finance Society facilitates discussion-based meetings focused on analyzing financial news and market trends.

Gamma Iota Sigma
Paul Anderson, Advisor

The Baylor University chapter of the national professional fraternity Gamma Iota Sigma was chartered in 2001. Gamma Iota Sigma promotes risk management and insurance as an area of study and professional practice. Students have opportunity to interact with the professional community and access to scholarships and internship opportunities. Membership is open to any student with an interest in risk management and insurance, finance, financial planning, and actuarial science.

Global Business Connect at Baylor
Dawn Carlson, Advisor

Global Business Connect's goal is to develop value-centered leaders that will impact the world of global business through academic and professional initiatives and connection among Baylor alumni and students interested in global business.

Hankamer Student Organization
Laura Lalani, Advisor

The Hankamer Student Organization is a student organization established to promote unity among the students and to improve communications between the faculty and the student body, both in the Hankamer School of Business and in the general University. Hankamer Student Organization also sponsors events for the business school and assists in the planning and execution of these events. The President actively communicates with the Dean of the Business School, and officers are each in charge of events and special projects. Members are actively involved in many other organizations within the business school and are elected by their peers to participate in this organization.

Investment and Advisory Network at Baylor
Shane Underwood, Advisor

Junior and Senior student liaisons work with sophomores interested in pursuing Investment Banking, Private Equity, and Hedge Fund internships for their junior summer. Liaisons teach content to prepare sophomores for recruitment, complete mock interviews, and connect them with I&A alumni for networking purposes.

National Association of Black Accountants
Daniel Shallcross, Advisor

The mission of the National Association of Black Accountants (NABA) is to address the professional needs of its members and to build leaders that shape the future of the accounting and finance profession with an unfaltering commitment to inspire the same in their successors.

Professional Selling Program
Andrea L. Dixon, Advisor

Baylor University's Professional Selling program is a competitive program supported by Baylor's Center for Professional Selling. The selective nature of the program allows four full-time faculty to know and engage in each student's learning and development. Students may be accepted and begin participating in the program during their freshmen year. Students will experience formative out-of-class learning through numerous internal and external sales competitions, the student-led professional development program, bi-annual Top Gun training, and a yearly executive golf outing. These experiences in partnership with the curricular elements of the professional selling major create an environment where students achieve career readiness and career confidence as they graduate with their undergraduate degree. In fact, the program guarantees 100% placement in paid internships and full-time employment upon graduation.

Sports Strategy & Sales Club
Lane T. Wakefield and Kirk L. Wakefield, Advisors

The S3 Club is designed to give students of all classes (freshmen to graduate students) the opportunity to develop values-based leadership skills to pursue fulfilling careers in the business of sports. Monthly meetings are organized by club members to learn and to network with executives and S3 alumni in the business of sports.

Start Up and Innovation Club
Shaun Limbers, Advisor

The Start Up and Innovation Club provides student entrepreneurs the opportunities and the resources to inform, support, and inspire their entrepreneurial endeavors.

The Consulting Group at Baylor
Michael Wright, Advisor

The Consulting Group at Baylor strives to prepare Baylor's best and brightest for a career in consulting through case interview preparation, resume workshops, mentoring from industry professionals, individual skill development, and consulting project opportunities. We are committed to making sure that Baylor's students are ready to enter the consulting workforce and will often bring in the consulting companies that recruit from Baylor to talk with our members.