



**Cavalla
International
University**

COURSE PROGRAM STRUCTURE/STUDENT CHECKLIST

PROGRAM OF STUDY: Bachelor of Business Administration (BA) BBA- Business Management & Administration (BM&A) BBA – Forensic Accounting (BFA) BBA – Financial Management (BFM) BBA – Human Resource Management (HRM) BBA- Banking (BNK) BBA– Organizational Leadership (BOL) BBA– Organizational Management & Development (OM&D) BBA – Public Policy and Administration (PP&A) BBA- Hotel & Restaurant Management (HAR) BBA – Marketing Management (MKT) BBA- Accounting (BAC) BBA- Customer Service and Management (CSM) BBA- International Business Management (IBM) BBA- Community Development (BCD) BBA- International Relations and Diplomacy (IR&D) BBA- International Peace & Dispute Resolution (IP&DR) BBA- Project Management (BPM) BBA- Economics (ECO) BBA- Operations Management (BOM) BBA- Human Development & Management (HDM) BBA- Management Information Systems (MIS)

The degree typically takes 4-5 years to complete. However, students enrolled in the accelerated option can complete the bachelor’s degree within 3-4 years. Students with 2 years of previous college credits, and students who possess professional educational backgrounds with diplomas in their field studies can complete the bachelor’s degree program within 2 – 2 ½ years. **Bachelor’s Degree Completion: 3-4 years accelerated program. Bachelor’s Degree Specialized completion program – 18 Months – 2 years.** Students admitted to the bachelor’s degree program can enroll in the 8 weeks accelerated semester or in the regular 12 weeks semester, and they can take up 9 credits during each semester. **128 credit hours are required for completion.** General Education: 64 credit hours; Required Core Courses: 28; Required and Specialized Electives: 30; Research Project: 6.

BACHELOR OF BUSINESS ADMINISTRATION (BBA) PROGRAM FIRST YEAR (CORE COURSES)			
Course No.	Course	Credit(s)	Grade
ORI 101	Freshman Orientation	1	
RED 101	College Reading	3	
ALG 101	Elementary Algebra	3	
ENG 101	English Composition I	3	
HLTH 101	Personal Health	3	
Total		13	

BACHELOR OF BUSINESS ADMINISTRATION (BBA) FIRST YEAR (CORE COURSES)			
Course No.	Course	Credit(s)	Grade
ENG 102	English Composition II	3	
TECH 102	Technology Fluency	3	
ALG 102	College Algebra	3	
SPC 102	Introduction to Speech Communication	3	
WLD 102	World History I	3	
GOV 102	Government	3	
Total		18	

BACHELOR OF BUSINESS ADMINISTRATION (BBA) – BBA/BMA/OL&D			
Course No.	Course	Credit(s)	Grade
BBA 200	Introduction to Business Administration	3	
BBA 201	Business Strategy & Innovation	3	
BBA 202	Legal Ethical & Decision-Making	3	
BMA 203	Advance Business Management & Administration	3	
BMA 204	Theory & Practice of Business Management	3	
BMA 205	Organizational Change	3	
BMA 206	Legal Aspects of Business	3	
BMA 207	Principles of Microeconomics	3	
BMA 208	Survey of Global Business	3	
BMA 209	Business Finance	3	
OLD 210	Introduction to Organizational Leadership & Development	3	
OLD 211	Ethical Leadership	3	
OLD 212	Leader as Coach/Consultant	3	
OLD 213	Building Organizational Capacity	3	
OLD 214	Communicating and Collaborating Change	3	
OLD 215	Theory & Practice of Organizational Leadership	3	
OLD 216	Small Business Management	3	
OLD 217	E-Commerce in Organizational Leadership	3	
OLD 218	Management Science in Organizational Leadership & Development	3	



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BACHELOR OF BUSINESS ADMINISTRATION (BBA) PROGRAM – HRM/BFA

Third year Students may elect to take any of the courses below or take additional courses from the courses listed below. Interested students should confer with their mentors before making such decision.

Course No.	Course	Credit(s)	Grade
HRM 219	Introduction to Human Resources Management	3	
HRM 220	Legal Issues in Human Resources Management	3	
HRM 221	Compensation & Benefits	3	
HRM 222	Hiring, Interviewing, and Auditing	3	
HRM 223	Labor and Employment Relations	3	
HRM 224	Pay and Benefits Administration	3	
HRM 225	Legal Compliance in HR Management	3	
HRM 226	Workforce and Talent Management	3	
BFA 227	Introduction to Forensic Accounting	3	
BFA 228	Advanced Managerial Accounting & Auditing	3	
BFA 229	Advanced Accounting Theory & Policy	3	
BFA 230	Advanced Forensic Accounting Theory & Practice	3	
BFA 231	Advanced Accounting & Fraud Examination Techniques	3	
BFA 232	Detection/Prevention Fraudulent Financial Statements	3	
BFA 233	Interview Techniques/Legal Aspects Fraud	3	
BFA 234	Investigating with Computers	3	

**BACHELOR OF BUSINESS ADMINISTRATION (BBA) – SECOND YEAR
(CORE/REQUIRED & SPECIALIZED COURSES)**

Course No.	Course	Credit(s)	Grade
SOC 101	Introduction to Social Sciences	3	
MGT 102	Management Concepts	3	
ECO 103	Introduction to Economics	3	
HIST 104	United States History I	3	
BMA 204	Theory & Practice of Business Management	3	
BMA 205	Organizational Change	3	
Total		18	

**BACHELOR OF BUSINESS ADMINISTRATION (BBA) – SECOND YEAR
(CORE/REQUIRED & SPECIALIZED COURSES)**

Course No.	Course	Credit(s)	Grade
MIS 236	Business Strategy and Innovation	3	
MIS 237	Ethics in Information Management Systems	3	
MIS 238	Computer Networks and Global Management	3	
HIST 105	African American History I	3	
HRM 225	Legal Compliance in HR Management	3	
HRM 226	Workforce and Talent Management	3	
Total		18	

**BACHELOR OF BUSINESS ADMINISTRATION (BBA) – THIRD YEAR
(CORE/REQUIRED & SPECIALIZED COURSES)**

Course No.	Course	Credit(s)	Grade
BFM 249	Managing Financial Institutions	3	
BFM 250	Budget Execution & Formation	3	
BFM 251	Financial Statement Analysis	3	
BFM 252	Capital Budgeting	3	
BFM 253	Bookkeeping and Ledgers	3	
MIS 243	Foundation of Information Assurance	3	
Total		18	

BACHELOR OF BUSINESS ADMINISTRATION (BBA) PROGRAM – MIS

Third year Students may elect to take any of the courses below or take additional courses from the courses listed below. Interested students should confer with their mentors before making such decision.

Course No.	Course	Credit(s)	Grade
MIS 235	Introduction to Management Information Systems	3	
MIS 236	Business Strategy and Innovation	3	
MIS 237	Ethics in Information Management Systems	3	
MIS 238	Computer Networks and Global Management	3	
MIS 239	Databases and Business Intelligence	3	
MIS 240	Principals of Cybersecurity	3	
MIS 241	Artificial Intelligence in Management Information Systems	3	
MIS 242	Technology Policy and Strategy	3	
MIS 243	Foundation of Information Assurance	3	
MIS 244	Foundation of Information Systems Engineering	3	
MIS 245	Principles of Technology Innovation Management	3	



**BACHELOR OF BUSINESS ADMINISTRATION (BBA) – THIRD YEAR
(CORE/REQUIRED & SPECIALIZED COURSES)**

Course No.	Course	Credit(s)	Grade
	Required & Specialized Electives	3	
	Required & Specialized Electives	3	
	Required & Specialized Electives	3	
	Required & Specialized Electives	3	
	Required & Specialized Electives	3	
	Required & Specialized Electives	3	
Total		18	

**BACHELOR OF BUSINESS ADMINISTRATION (BBA) – FOURTH YEAR
(REQUIRED & SPECIALIZED COURSES)**

Course No.	Course	Credit(s)	Grade
	Required & Specialized Electives	3	
	Required & Specialized Electives	3	
	Required & Specialized Electives	3	
	Required & Specialized Electives	3	
	Required & Specialized Electives	3	
Total		15	

**BACHELOR OF ARTS (BA) PROGRAM
(REQUIRED & SPECIALIZED COURSES)**

Course No.	Course	Credit(s)	Grade
	Required & Specialized Electives	3	
	Research Proposal	1	
	Research Project	6	
Total		10	

**BACHELOR OF BUSINESS ADMINISTRATION (BBA)
PROGRAM –BBA/MKTG**

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Course No.	Course	Credit(s)	Grade
BBA 246	Leading in Business Administration	3	
BBA 247	Corporate Finance	3	
BBA 248	Fundamentals of Financial & Managerial Accounting	3	
BBA 249	Executive Decision-Making	3	
BBA 250	Executive Management & Communication	3	
BBA 251	Fundamentals of Teamwork & Leadership	3	
BBA 252	Responsibility in Global Management	3	
BBA 253	Macroeconomics and the Global Economic Environment	3	
BBA 254	Corporate Development: Mergers & Acquisitions	3	
BBA 255	Managing Organizational Change	3	
MKT 256	Introduction to Marketing Management	3	
MKT 257	Marketing Management	3	
MKT 258	Marketing Strategy	3	
MKT 259	Marketing Research	3	
MKT 260	Leadership in Marketing	3	
MKT 261	Marketing and Operations Management	3	
MKT 262	Digital Marketing Science	3	
MKT 263	Marketing in the Digital Era	3	
MKT 264	E-Commerce and Marketing Analytics	3	

BACHELOR OF BUSINESS ADMINISTRATION (BBA) PROGRAM – BFM/PP&M
Third year Students may elect to take any of the courses below or take additional courses from the courses listed below. Interested students should confer with their mentors before making such decision.

Course No.	Course	Credit(s)	Grade
BFM 246	Introduction in Financial Management	3	
BFM 247	Financial Strategy & Innovation	3	
BFM 248	Ethics in Financial Management	3	
BFM 249	Managing Financial Institutions	3	
BFM 250	Budget Execution & Formation	3	
BFM 251	Financial Statement Analysis	3	
BFM 252	Capital Budgeting	3	
BFM 253	Bookkeeping and Ledgers	3	
BFM 254	Contracts & Financial Management	3	
BFM 255	Team Communication & Conflict Management	3	
BFM 256	Artificial Intelligence in Financial Management	3	
PPM 257	Introduction to Project Management	3	
PPM 258	Concepts of Project Management	3	
PPM 259	Foundation of Project Management	3	
PPM 260	Leading Projects and Programs	3	
PPM 261	Managerial Budgets and Project Management	3	
PPM 262	Fundamentals of Managerial Accounting	3	
PPM 263	Fundamentals of Managerial Finance	3	
PPM 264	Applying Leadership Principles	3	
PPM 265	Business Policy Development & Implementation	3	
PPM 266	Introduction to Marketing	3	
PPM 267	Principles of Human Resources Management	3	
PPM 268	Procurement and Logistics in Project Management	3	



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BACHELOR OF BUSINESS ADMINISTRATION (PPA/BOM) PROGRAM –PPA/MKTG			
Course No.	Course	Credit(s)	Grade
PPA 269	Introduction to Public Policy and Administration	3	
PPA 270	Corporate Finance	3	
PPA 271	Fundamentals of Financial & Managerial Accounting	3	
PPA 272	Executive Decision-Making in Public Policy & Administration	3	
PPA 273	Executive Management & Communication	3	
PPA 274	Fundamentals of Teamwork & Leadership	3	
PPA 275	Responsibility in Global Management	3	
PPA 276	Macroeconomics and the Global Economic Environment	3	
PPA 277	Corporate Development: Mergers & Acquisitions	3	
BOM 278	Introduction to Operations Management	3	
BOM 279	Leading Organizational Behavior	3	
BOM 280	Ethics & Law in Organizations	3	
BOM 281	Marketing Strategy & Research	3	
BOM 282	Principles of Conflict Negotiations	3	
BOM 283	Leading Organizational Culture and Change	3	
BOM 284	Communication Strategies for Leaders	3	
BOM 285	Transformational & Transactional Leadership	3	
BOM 286	Human Resources Management	3	
BOM 287	Leading Through Conflict Resolution	3	

BACHELOR OF BUSINESS ADMINISTRATION (BBA) PROGRAM – IR&D/IP&DR			
Course No.	Course	Credit(s)	Grade
IRD 288	Introduction International Relations & Diplomacy	3	
IRD 289	Foundation of International Relations	3	
IRD 290	International Law and Diplomacy	3	
IRD 291	U.S. and International Government	3	
IRD 292	U.S. and International Politics	3	
IRD 293	U.S. and International Finance	3	
IRD 294	U.S. and Global Trade Law	3	
IRD 295	International Political Systems	3	
IPD 296	Introduction to International Peace & Dispute Resolution	3	

BACHELOR OF BUSINESS ADMINISTRATION PROGRAM – BOL/IBM			
Third year Students may elect to take any of the courses below or take additional courses from the courses listed below. Interested students should confer with their mentors before making such decision.			
Course No.	Course	Credit(s)	Grade
BOL 311	Introduction to Organizational Leadership	3	
BOL 312	Financial Strategy & Innovation	3	
BOL 313	Ethics in Financial Management	3	
BOL 314	Managing Financial Institutions	3	
BOL 315	Ethical Leadership	3	
BOL 316	Leader as Coach/Consultant	3	
BOL 317	Building Organizational Capacity	3	
BOL 318	Communicating and Collaborating Change	3	
BOL 319	Theory & Practice of Organizational Leadership	3	
BOL 320	Small Business Management	3	
BOL 321	E-Commerce in Organizational Leadership	3	
IBM 322	Introduction to International Business Management	3	
IBM 323	Business Law	3	
IBM 324	Business Communication	3	
IBM 325	International Business Strategies	3	
IBM 326	Diversity in a Global Marketplace	3	
IBM 327	Conflicts in International Business	3	
IBM 328	International Finance & Accounting	3	
IBM 329	International Supply Chain Management	3	
IBM 330	United States & International Taxation	3	
IBM 331	E-Commerce in International Business	3	
IBM 332	Developing a Business Internationally	3	
IBM 333	Global Economics & Investments	3	



IPD 297	Economics of Violence and Peace	3	
IPD 298	Immigration & Environmental Law	3	
IPD 299	The United Nations and World Politics	3	
IPD 300	Alternative Dispute and Resolution	3	
IPD 301	Worker's Compensation Law	3	
IPD 302	Comparative Peace Processes	3	
IPD 303	Negotiation Analysis and Skills	3	
IPD 304	Democracy and Political Change Reform	3	
IPD 305	International Humanitarian Law	3	
IPD 306	Human Rights Law	3	
IPD 307	Public Health in Humanitarian Crises	3	
IPD 308	Global Health and Humanitarianism	3	
IPD 309	Leadership in Human Rights & Humanitarian Studies	3	
IPD 310	Sustainable Development in Human Rights & Humanitarian Action	3	

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BACHELOR OF BUSINESS ADMINISTRATION (BBA) PROGRAM – ECO/BAC			
Course No.	Course	Credit(s)	Grade
ECO 334	Introduction to Economics	3	
ECO 335	Foundation of International Economics	3	
ECO 336	International Law and Diplomacy	3	
ECO 337	Principles of Microeconomics	3	
ECO 338	Theories of U.S. & International Finance	3	
ECO 339	Portfolio Analysis & Management	3	
ECO 340	Venture Capital & Global Markets	3	
ECO 341	Financial Administration & Systems	3	
BAC 342	Introduction to Accounting	3	
BAC 343	Principles of Accounting I	3	
BAC 344	Principles of Accounting II	3	
BAC 345	Money and Banking	3	
BAC 346	Fundamentals of Managerial Accounting	3	
BAC 347	Fundamentals of Managerial Finance	3	
BAC 348	Security Analysis & Valuation	3	
BAC 349	Risk Management	3	
BAC 350	FinTech, Financial and Markets	3	
BAC 351	Cost Accounting Data Analytics	3	
BAC 352	Fraud & Forensic Accounting	3	
BAC 353	Ethics and Professional in Accounting	3	
BAC 354	Accounting Information Systems	3	
BAC 355	Global Investments in Accounting	3	

BACHELOR OF BUSINESS ADMINISTRATION PROGRAM –HD&M/CS&M			
Third year Students may elect to take any of the courses below or take additional courses from the courses listed below. Interested students should confer with their mentors before making such decision.			
Course No.	Course	Credit(s)	Grade
HDM 356	Introduction to Human Development Management	3	
HDM 357	Human Development Strategy & Innovation	3	
HDM 358	Ethics in Human Development Management	3	
HDM 359	Project & Program Management	3	
HDM 360	Data Visualization and Reporting	3	
HDM 361	Understanding Personnel Culture & Change	3	
HDM 362	Human Resources Management System	3	
HDM 363	Negotiation & Conflict Resolution	3	
HDM 364	Decision-Making in Human Development & Management	3	
HDM 365	Labor & Employment Law	3	
HDM 366	Global Strategic Leadership	3	
CSM 367	Introduction to Customer Service & Management	3	
CSM 368	Learning & Leading People	3	
CSM 369	Negotiation & Conflict Resolution	3	
CSM 370	Legal Ethics in Customer Service Management	3	
CSM 371	Managerial Budgets and Project Management	3	
CSM 372	Leading Projects and Programs	3	
CSM 373	Concepts of Customer Service Management	3	
CSM 374	Entrepreneurship & Marketing	3	
CSM 375	Online Success in Professional Studies	3	
CSM 376	Customer Service Relationships & Partnerships	3	
CSM 377	International Customer Service Management	3	
CSM 378	Creativity & Innovation in Customer Service Management	3	

**BACHELOR OF BUSINESS ADMINISTRATION (BBA)
PROGRAM – H&RM/BCD**

Course No.	Course	Credit(s)	Grade
HRM 379	Introduction to Hotel & Restaurant Management	3	
HRM 380	Foundation of Hospitality Management	3	
HRM 381	International in Hospitality Management	3	
HRM 382	Human Resources in Hospitality Management	3	
HRM 383	Hotel Planning and Design	3	
HRM 384	Hospitality Accounting & Finance	3	
HRM 385	Hotel Revenue Management	3	
HRM 386	Restaurant Management & Revenue	3	
HRM 387	Food and Beverage Management	3	
HRM 388	Customer Service in Hospitality	3	
HRM 389	Professional Development in Hospitality	3	
HRM 390	Creativity & Innovation in Hotel & Restaurant Management	3	
BCD 391	Introduction to Community Development	3	
BCD 392	Understanding Social Justice in Community Development	3	
BCD 393	Leadership Development	3	
BCD 394	Principles of Domestic and International Economic Development	3	
BCD 395	Alternative Dispute and Resolution	3	
BCD 396	Community Structure, Processes, and Capacity	3	
BCD 397	Principles and Practice of Planning	3	
BCD 398	Entrepreneurship in the Community	3	
BCD 399	Democracy and Political Change Reform	3	
BCD 400	Humanitarian Law in Community Development	3	
BCD 401	Launching Community Ventures, Nonprofits, and Organizations	3	
BCD 402	Theories, Principles and Institutions of International Development	3	

BACHELOR OF BUSINESS ADMINISTRATION PROGRAM –BM&A/BNK

Third year Students may elect to take any of the courses below or take additional courses from the courses listed below. Interested students should confer with their mentors before making such decision.

Course No.	Course	Credit(s)	Grade
BMA 403	Introduction to Business Management & Administration	3	
BMA 404	Financial Strategy & Innovation	3	
BMA 405	Ethics in Business Management & Administration	3	
BMA 406	Managing An Organization	3	
BMA 407	Legal Aspects of Business	3	
BMA 408	Theory & Practice of Business Management	3	
BMA 409	Organizational Change	3	
BMA 410	Legal Aspects of Business	3	
BMA 411	Principles of Microeconomics	3	
BMA 412	Survey of Global Business	3	
BMA 413	Business Finance	3	
BMA 414	Process Improvement Management		
BNK 415	Introduction to Banking	3	
BNK 416	Fundamentals of Online Banking	3	
BNK 417	Accounting I	3	
BNK 418	Accounting II	3	
BNK 419	Managerial Budgets and Project Management	3	
BNK 420	Leading Projects and Programs in Financial Institutions	3	
BNK 421	Financial Statements for Managers	3	
BNK 422	Financial Auditing & Accounting	3	
BNK 423	Principles of Banking, Marketing, and Investments	3	
BNK 424	Fundamentals of Cybersecurity in Financial Institutions	3	
BNK 425	Artificial Intelligence and Web-Banking in the Digital Age	3	