

Ukrainian-American Concordia University

Bachelor's Degree Programs

CATALOG 2019-20





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WELCOME



Welcome to Ukrainian-American Concordia University!

If your professional goal is advancing your career via a higher level degree and a better understanding of business, I invite you to consider the BBA program at the Ukrainian-American Concordia University. With the high quality of our curriculum, faculty, students, and administration, BBA program perfectly answers the needs of the working professionals.

- The BBA program at the Ukrainian-American Concordia University is designed with the busy life style of our students in mind, conveniently incorporating on-line and face-to-face courses.
- The BBA program's curriculum equips students with business competencies in-demand, capable of significantly improving career prospects of our students.
- The BBA program faculty members are highly qualified professionals well prepared to help students understand what really works in business.

I hope that this Catalog will provide you with helpful information regarding your BBA program.

Warmest wishes,

Prof. Dr. Oleksandr Romanovsky

**D.Sc. (Economics), D.Sc. (Education), Professor
Rector**



Welcome to ConcordiaUA!

Ukrainian-American Concordia University is a unique private Ukrainian university holding accreditation from two authoritative institutions, the Ministry of Education of Ukraine and the Foundation for International Business Administration Accreditation, an international accreditation agency.

A degree earned in our University is a huge benefit in the modern market as it enables our students:

- To be taught and trained by top-class lecturers, subject specialists and experts, managers and entrepreneurs.
- To learn by solving real global problem cases.
- To use world-class manuals and resources.
- To study in English with an opportunity to master one more foreign language.
- To do your internships in multinational companies.
- To immerse in the multicultural environment.
- To have an in-depth insight into the modern globalization processes responsive to the need for prompt and efficient decision making.

Our graduates are in high demand in the labor market. If you want to be successful, set up our own business, acquire exclusive knowledge and skills – then you have found the right educational institution to help you realize your incentives with the best outcomes.

Dr. Natalia M. Protsun
Ph.D. (Economics), Assoc. Professor
Dean of Management and Business School
Director of Distance Learning Center



We are delighted to welcome you to Ukrainian-American Concordia University!

We are not merely an educational establishment – we are a domain of professional growth, education and communication to help anyone reach success. A unique blend of classical university education and the flexibility and commitment to a small and medium business is not only our graduates' golden key to the best organizations and corporations but also a valuable asset for those who are willing to set up their own companies.

Not only do we teach economics and business administration, but also provide the skills to make our graduates highly-demanded in the global job market. The curricula and syllabi get updated on the regular basis in line with the most recent socio-economic tendencies and scientific research, which allows us to stay on top and train new-day experts. We are constantly developing and challenging our students with up-to-date tasks and targets, which benefits both us and our students. We are teaching and developing together.

ConcordiaUA offers bachelor's degrees in management, IT management, international economic relations and international business. This range, in our opinion, enables our students to choose one of the most burning and relevant fields of specialization in the modern era.

All in all, our majors are beyond time and fashion, and the knowledge that our students acquire won't be a burden but rather a precious resource to pebble the roadmap for your future success. Join ConcordiaUA community!

Sincerely yours,

Dr. Liubov V. Zharova

D.Sc. (Economics), Senior Researcher, Professor

Head of International Economic Relations, Business, and Management Department



GENERAL INFORMATION

Mission

Ukrainian-American Concordia University is a higher education institution committed to helping its students become productive, entrepreneurial, competitive and responsible citizens assuming moral and ethical values. We are a Ukrainian university with American roots, training international-level professionals in management and business administration for over 20 years.

ConcordiaUA has as its mission the creation of a stimulating teaching and learning environment for multi-cultural student community and internationally minded faculty. Ukrainian-American Concordia University stands for training competent experts in the business sphere by means of educational programs developed in accordance with our western partners' standards, laying sound groundwork for the development of our students' skills and talents. The programs are designed to meet the needs of the 21st century professionals and leaders of the global society.

Owing to the global experience of our instructors and the American approach to education, hundreds of our graduates have got employed on top managerial positions in such world's leading companies as *Porsche Finance Group Ukraine, Deutsche Bank Ukraine, L'Oreal Ukraine, METRO Cash & Carry Ukraine, Citibank Ukraine*, and confidently launch their own businesses.

Accreditation and Licensure

ConcordiaUA was established in 1997 as Ukrainian-American Liberal Arts Institute "Wisconsin International University Ukraine". In our twenty-first year, our longterm partner Concordia University (Wisconsin/Ann Arbor <https://www.cuw.edu>, <https://www.cuaa.edu>) became the official co-founder of the Ukrainian-American Concordia University. For us, it is a great honor that our co-founder has agreed to use the word-symbol Concordia in our new name! The meaning of the word Concordia – consensus, agreement, peace – is gaining more importance and weight in the historical development of the world, countries, society and individual. ConcordiaUA is licensed and accredited by the Ministry of Education and Science of Ukraine and the State Accrediting Board of Ukraine to offer Bachelor and Master Programs on site and distantly for Ukrainian and international students, as well as In-Service Training and Preparatory Department.

Since January 25, 2018 Ukrainian-American Concordia University (UACU) has become a member of a world-renowned organization in the field of quality assurance, transparency and integrity of higher education – the **CHEA International Quality Group** (CHEA/CIQG) (Washington, D.C., USA)

State Accreditation:

Ukrainian-American Concordia University is licensed and accredited by the **Ministry of Education and Science of Ukraine** and the **State Accrediting Board of Ukraine** to offer Bachelor and Master Programs. UACU's License is termless.



FIBAA Accreditation:

On July 11, 2014 the BBA program at Ukrainian-American Concordia University was accredited by the **Foundation for International Business Administration Accreditation (FIBAA)** organization, which is strongly respected in the world business and academic circles. This accreditation agency is recognized in Europe and, furthermore, by the US Council for Higher Education Accreditation. The purpose of FIBAA is to promote the quality and transparency in education and science by awarding quality certificates to educational programs and educational institutions in the areas of higher education and continued professional development. Many well-known universities in the world have FIBAA accreditation.

Partners

ConcordiaUA students are given an opportunity to practice, study and train abroad (the USA and Western Europe), developing a significant measure of expertise concerning culture, politics, economics and languages. Students are offered a full range of summer and winter programs in Florida, Heidelberg, Munich, London, Plymouth, Madrid, Paris and Strasbourg. ConcordiaUA students integrate the knowledge of Ukrainian and American curricula into the activities of real international companies and enterprises. Courses and internship taken at partner universities are recognized by Ukrainian-American Concordia University.

ConcordiaUA partner universities abroad:

- Concordia University Wisconsin /Ann Arbor (Wisconsin / Michigan, USA)
- Rutgers University (New Jersey, USA)
- University of Minnesota (Crookston, Minnesota, USA)
- East Central University (Oklahoma, USA)
- Indiana Wesleyan University (Indiana, USA)
- Plymouth Marjon University (St Mark & St John) (Plymouth, UK)
- Richmond, The American International University (London, UK)
- Schiller International University (Florida, USA; Germany)
- Trier University (Trier, Germany)
- Ukrainian Free University (Munich, Germany)
- University of Applied Sciences Worms (Worms, Germany)
- University of Koblenz-Landau (Koblenz & Landau, Germany)
- University of Occupational Safety Management in Katowice (Poland)
- Varna University of Management (Varna, Bulgaria)
- Kazakh-American Free University (Ust-Kamenogorsk, Kazakhstan)
- Bahçeşehir University (Istanbul, Turkey)



Partner organizations and institutions:

- The Council for Higher Education Accreditation / International Quality Group (CHEA/CIQG) (Washington, D.C., USA)
- HighMark, Inc. (Atlanta, Georgia, USA)
- Higher School Academy of Sciences of Ukraine (Kyiv, Ukraine)
- Precedent Academics (Indianapolis, Indiana, USA)
- Co-Serve International (Sandy, Oregon, USA)
- German-Ukrainian Society of Economics and Science (DUG WW) (Mainz, Germany)
- SocialBoost (Kyiv, Ukraine)
- US Peace Corps in Ukraine
- Fulbright Program
- Pearson Education (Longman)
- Ukrainian Chamber of Commerce and Industry (UCCI) (Kyiv, Ukraine)
- Chamber of Commerce and Industry (Kyiv CCI) (Kyiv, Ukraine)
- Diamond FMS (Nieuwkuijk, Netherlands)
- Union of Entrepreneurs of Small, Medium and Privatized Enterprises of Ukraine (Kyiv, Ukraine)
- OVB Holding AG (Cologne, Germany)
- Center "Initiative-90" (Kyiv, Ukraine)

Countries Represented by ConcordiaUA Students

Students from more than 40 countries have attended ConcordiaUA: Algeria, Angola, Austria, Cameroon, Congo, Côte d'Ivoire, Czech Republic, Ecuador, Egypt, Estonia, Ethiopia, Georgia, Ghana, India, Iran, Iraq, Japan, Jordan, Kenya, Korea, Kyrgyzstan, Lebanon, Libya, Namibia, Nigeria, Pakistan, Palestine, Republic of Cameroon, Republic of Gambia, Saudi Arabia, the South Africa, Serbia, Somalia, Sudan, Syria, Tanzania, the Russian Federation, Turkey, Ukraine, the USA, Yemen, Zambia, Zimbabwe.



BACHELOR'S DEGREE PROGRAMS

Overview

Business education at ConcordiaUA prepares students to assume effective and responsible leadership roles in organizations and business. All of the programs are internationally focused and are delivered in English:

- **Bachelor of Management (BM)** Degree Program leading to a Ukrainian State Diploma, accredited by the Ministry of Education and Science of Ukraine, and an International Bachelor of Business Administration Diploma of the Ukrainian-American Concordia University accredited by FIBAA.
- **Bachelor of International Economic Relations (BIER)** Degree Program leading to a Ukrainian State Diploma, accredited by the Ministry of Education and Science of Ukraine, and an International Bachelor of Business Administration Diploma of the Ukrainian-American Concordia University accredited by FIBAA.
- **Bachelor of Business Administration (BBA)** Program leading to an International Diploma of the Ukrainian-American Concordia University accredited by FIBAA.

Bachelor of Business Administration (BBA) is an integral part of the programs offered at Ukrainian-American Concordia University.



ConcordiaUA also offers international undergraduate academic exchange programs with Trier University (Trier, Germany), the University of Applied Sciences Worms (Worms, Germany), Concordia University Wisconsin / Ann Arbor (USA), Richmond, The American International University (London, UK) and many others.



Bachelor of Management:

Management + BBA

This program exemplifies a good balance of qualitative and quantitative courses. Courses are taught from the middle and senior management perspective and develop the skills, knowledge and insights that enable a shift from functional expertise to broad-based strategic leadership. The participants receive solid fundamentals along with the tools which can be immediately applied in a current business setting. Our goal is to prepare a competent and confident leader who can face the challenges of tomorrow.

The Program is delivered entirely in English. Among the business focused courses you will find: Operational Management, Strategic Management, Organizational Behavior, Human Resource Management, Business Statistics, International Business, Business Policy, International Marketing, Business English etc.

Major:

Minor:

Field of Study 07 – Management and Administration

Bachelor of Business Administration

Speciality 073 – Management

Qualification: Bachelor of Management

Mode:

On Campus / Online

On Campus / Online

Duration:

Four years (eight semesters)

Four years (eight semesters)



Bachelor of International Economic Relations: International Economic Relations + BBA

ConcordiaUA's goal is to help students become effective, successful and ethical leaders of international business.

This program integrates international dimension throughout the whole curriculum, which enables students to become successful employees and leaders of multinational companies. The program exposes students not only to the theoretical dimensions of international business, but also to different cultures, customs and business practices, which is invaluable knowledge in our globalized economy.

Our students develop analytical, management and quantitative skills, which enable them to advance the performance of new and existing companies. These skills, together with advanced knowledge of qualitative areas of business and foreign languages make our students highly competitive on the job market.

The Program is delivered entirely in English. Among the internationally focused courses you will find: International Economic Relations, World Economics, International Business, Regional Studies, Business English, Second Foreign Language, Foundations of Diplomacy and Diplomatic Work, Diplomatic Protocol and Etiquette, International Marketing etc.

Major:

Field of Study 29 – International Relations
Speciality 292 – International Economic Relations
Qualification: Bachelor of International Economic Relations

Minor:

Bachelor of Business Administration
(BBA)

Mode:

On Campus / Online

On Campus / Online

Duration:

Four years (eight semesters)

Four years (eight semesters)



Bachelor of Business Administration

Bachelor of Business Administration Program is an integral part of all degree programs offered at ConcordiaUA. It attracts excellent applicants and is taught by highly-qualified teaching staff. A more detailed description of the program is given below.

Learning Objectives

The learning objectives of BBA program can be summarized as follows:

- Give students a clear understanding of the main methods and techniques of strategic management, financial planning and corporate management.
- Encourage students to evaluate management problems in economic, political, social and technical environments within which managers work.
- Introduce students to all the latest developments in the fields of international management.
- Consider the study of international business in a variety of cultural settings.
- Train students on how to integrate and apply the knowledge, approaches and methods they have learned to a variety of practical situations.
- Prepare students to identify problems, consider alternative solutions, evaluate and analyze situations and make decision.

Business education at ConcordiaUA prepares students to become effective and responsible entrepreneurs and leaders in organizations and companies while introducing them to all the latest developments in the fields of international business. Students must earn a minimum of 120 semester credits (approx. 40 courses). Completion of the intermediate level of at least one foreign language (except English) is required.

Learning Philosophy and Curriculum Content



Mrs. Patricia Essien,
International Program Coordinator,
Program Advisor

At the Ukrainian-American Concordia University, we help you gain the competencies you need to become a successful business leader. Our curriculum is built in such a way as to combine strong theoretical preparation with developing excellent practical skills. Developing competencies, confidence, and ability to make significant contribution to organizational success is the main goal with which our curriculum content and other activities are aligned with.

Research shows that three major factors are required to become a successful business leader and to rise to the top in the business world: good understanding of all aspects of the organization's business; well-developed communication skills; ability to deliver results quickly, efficiently and effectively. All BBA course syllabuses are designed with these factors in mind. Our BBA teaching staff utilizes different teaching approaches to deliver this high-content curriculum with impressive results.



Curriculum

Business education at ConcordiaUA prepares students to assume effective and responsible leadership roles in organizations and business. A three-part curriculum has been designed to meet this goal.

First, the liberal arts classes provide the foundation for students to understand themselves and their dynamic work. Students learn to communicate and develop an understanding of cultural, social, economic, international and technical environments in which we live.

The second part of the curriculum is a core required of all business graduates. This major provides students with an introduction to the functional areas of an organization, basic managerial and organizational concepts, and an overall view of policy making. The qualitative and quantitative nature of this common core enables students to develop their critical and analytical skills.

The third section of the curriculum provides students an opportunity to gain more insights on specific business areas of their interest as well as greater understanding of the global society. Also the entire program is designed to foster a strong command of the English language.

Students must earn a minimum of 120 semester credits (approximately 40 courses). Completion of the intermediate level of at least one foreign language (except English) is required.

Students who enroll in summer courses at ConcordiaUA or at partner universities abroad can complete the program in less than four years. The program leads to International BBA Diploma.

The BBA program comprises the following course components:

1	Core Courses.....	81
2	General Education Courses	39
Total:		120 credit hours



Core Courses

No	Course No.	Course title	Credit hours
1	ECN101	Microeconomics	3
2	MGT101	Principles of Management	3
3.	BSN101	Introduction to Business	3
4	BSN201	Introduction to International Business	3
5	ECN202	Macroeconomics	3
6	ENG303	Interpersonal Communications	3
7	ITC303	IT Applications	3
8	MATH302	Statistics	3
9	ACC301	Accounting I	3
10	ACC402	Accounting II	3
11	BSN402	Principles of Marketing	3
12	ECN403	International Institutions and Organizations	3
13	FIN501	Business Finance I	3
14	FIN602	Business Finance II	3
15	MGT502	Organizational Behavior	3
16	BSN504	Business Ethics	3
17	ECN603	Theory of International Economic Relations	3
18	BSN605	Business Law	3
19	BSN605	Marketing Research	3
20	MGT703	Human Resource Management	3
21	MGT704	Multinational Enterprise	3
22	ECN704	Monetary Theories and Banking Systems	3
23	FIN703	Risk Management	3
24	BSN706	Business Policy	3
25	ECN805	World Economy	3
26	MGT805	Operations Management	3
27	ACC803	Audit	3
		Total:	81



General Education Courses

No	Course No.	Course title	Credit hours
1	ENG101	English Composition I	3
2	ENG102	Business English I	3
3	ITC101	Computer Science I	3
4	ENG201	English Composition II	3
5	ENG201	Business English II	3
6	ITC202	Computer Science II	3
7	MATH201	Mathematics	3
8	LNG301	Russian/German/Spanish I	3
9	LNG402	Russian/German/Spanish II	3
10	PSY401	Psychology	3
11	LNG502	Business Russian/German/Spanish I	3
12	LNG602	Business Russian/German/Spanish II	3
13	SOC602	Sociology	3
		Total:	39

BBA Course Descriptions

Microeconomics

Prerequisites: none

The course presents a study of the fundamental economic principles and theories with emphasis on microeconomics and special application to the organization of different national economic systems in the performance of their tasks of production, exchange and distribution of consumer and capital goods and services.

Principles of Management

Prerequisites: none

The course introduces the principles and functions of management with an integration of line and staff relationships, theories of management, authority and responsibility, centralization and decentralization, planning, organizing, directing, and controlling.

Introduction to Business

Prerequisites: none

This is an introductory level course that specifically focuses on today's business climate. The course reviews the cultural, social, political, and economic factors that shape business institutions and gives an opportunity to understand the basic role of business in the contemporary society.



Introduction to International Business

Prerequisites: Introduction to Business

This course aims to provide a comprehensive foundation for all students studying Business as a formal discipline. It provides an overview of the principles and the terminology associated with the concepts of business and its primary components – financing, objectives, role within the economy, organizational structure, functions and mandatory evolution and change required by internal and external factors. Studies international trade and monetary theories applied to multinational organizations are involved too. Emphasis is placed on understanding trade, customs, unions, foreign exchange rates and balance of payments.

Macroeconomics

Prerequisites: Microeconomics

The course presents principles and theories of macroeconomics with emphasis on economic analysis and special application to the international trade market and to management economics. Emphasis is given on such macroeconomic issues such as unemployment, inflation, cyclical business fluctuations, economic growth, the role of money, theories of interest rates, stabilization policies, foreign exchange rates, balance of payments difficulties, and comparative economic advantages among nations.

Interpersonal Communications

Prerequisites: English Composition II, Business English II

This course gives a comprehensive view of communication, its scope and importance in business. It will cover the role of communication in establishing a favorable internal and external business environment. The course will also address and place emphasis upon the practical side of planning, composing, and keyboarding business and employment correspondence, reviewing basic English skills, delivering oral reports and interviewing for jobs. Organizational communication topics will also be considered.

Business Finance II

Prerequisites: Accounting II, Principles of Finance

An examination of financial concepts and tools of analysis as they apply to the management of domestic and international operations. This course is taught from the point of view of a firm engaged in international business.

IT Applications

Prerequisites: Computer Science I, Computer Science II

Students are introduced to Microsoft Windows and MS Office applications of popular software using spreadsheets, word processors, and databases. This course provides an in-depth look at Microsoft Office Word, Excel, Access, and Power Point use, terminology and interfaces. “Hands-on” experience is provided through student use of computer lab.

Statistics

Prerequisites: Mathematics for Economics and Social Studies

This course helps students to analyze and interpret statistical data. Quantitative concepts and basic techniques in research are stressed. The course objectives cover methods of sampling, probability, the normal distribution, constructing confidence intervals, correlation, hypothesis testing and linear regression. Emphasis is given on applications to real life situations.



Accounting I

Prerequisites: Mathematics for Economics and Social Studies

The course presents comprehensive instruction in the basic accounting practices, with the emphasis on mercantile and personal service enterprises. The course deals with both the bookkeeping process and the presentation and use of accounting data in the management of a business enterprise.

Accounting II

Prerequisites: Accounting I

The course emphasizes accounting as a practical and useful tool of control for business management. The fundamental bookkeeping process is presented from the background of a simple balance sheet equation. A logical development and unfolding of the subject then follows the profit and loss statement, the ledger, the special journal, scientific account classification and control. The course also introduces students to costing principles and techniques, to elements of managerial accounting which are used to make and support decision making process.

Principles of Marketing

Prerequisites: Introduction to Business

The course presents an analysis of marketing problems and techniques relating to management and marketing in the profitable operation of a business enterprise. Attention is given to evaluating consumers and their needs, product strategy, distribution strategy, promotional strategy, and price determination. This course allows students to build foundational marketing skills, which are utilized while preparing a marketing plan.

International Institutions and Organizations

Prerequisites: Microeconomics, Macroeconomics, Principles of Finance

This course introduces students to key concepts and theories of international institutions and their dynamics in international relations and world politics. Key theoretical concepts and analytical frameworks are investigated through case studies and the literature on international organizations and non-state organizations. Topics included are: types of international and transnational organizations; important characteristics of each; the missions of the International Institutions; the structure and activities of the principal organs and specialized agencies of the UN system; the legal basis for International Institutions; the historical antecedents and trends in the growth of International Institutions.

Business Finance I

Prerequisites: Accounting II, Business Statistics

Examines the role of financial management with emphasis on multinational corporations. Studies principles and practice of financing; sources and control of funds, financial instruments, capital market analysis. Some major topics are state budget, state revenue, tax system, regional finance, insurance, interest rates, stock and bond values, financial strategies.

Business Finance II

Prerequisites: Accounting II, Principles of Finance

An examination of financial concepts and tools of analysis as they apply to the management of domestic and international operations. This course is taught from the point of view of a firm engaged in international business.



Organizational Behavior

Prerequisites: Psychology, Introduction to Business, Interpersonal Communication

This course explores the fundamentals of organizational behavior using a system approach- examining how each component of the organization (individual, group, organization, etc.) contributes to the functioning of the whole. The study of organizational behavior includes a broad array of topics including cultural diversity, ethics, group psychology and communication. The course objective is to illustrate how people work together in business environments and how to utilize course material in real life situations.

Business Ethics

Prerequisites: Introduction to Business, Introduction to International Business

The course provides an analysis of ethical issues arising in contemporary business life. Sample topics include: fair and unfair competition; responsibilities towards employees, society and the environment; honesty and integrity in business; the moral status of corporations; corporate culture and group think, racial and sexual discrimination, affirmative action, the responsibilities of American companies abroad, and leveraged buyouts. Text, articles, and case studies will be employed.

Theory of International Economic Relations

Prerequisites: Microeconomics, Macroeconomics

This is an introductory course in the study of international relations. The goal of this course is to acquaint students with the concepts, ideas, and analytical tools necessary to understand state behavior and relationships among actors in the international system. The course covers the major concerns, issues, and actors that characterize world politics, examine various theoretical explanations for state behaviors, such as realism, liberalism, and constructivism and explores vital topics such as war, cooperation, international law, political economy, terrorism, human rights, and the forms of conflict that characterize the international system.

Business Law

Prerequisites: Principles of Management, Introduction to Business

This course is designed to familiarize students with some of the basic concepts underlying daily business legal transactions. Topics examined include the law as it affects sole proprietors, partnerships and corporations, bankruptcy and insolvency, and ethical behavior. Practical examples are cited by the instructors who are active practitioners in the field of law.

Marketing Research

Prerequisites: Principles of Marketing, Business Statistics

The goal of this course is to introduce the primary tool for exploring new opportunities in the marketplace. Emphasis will be given on how to specify information needs and design a research study to meet those needs, and methods of collecting, analyzing and using marketing research data to make effective marketing decisions. Case studies will enable the students to develop practical skills in communicating the marketing research findings to various publics.

Human Resource Management

Prerequisites: Principles of Management

The course is an introduction to the human resources function and related elements and activities. The course outlines the roles and functions of members of the human resources department, as well as educating others outside human resources, in how their roles include human resources-related activities. Emphasis is placed on contemporary importance of HRM and the new "corporate view" of the function.



Additionally, the student will be exposed to the view of HRM from the perception of both management and subordinate employees. The student will be exposed to practical situations and problem solving regarding areas of employee counseling, discipline and termination. Other critical areas of training and development, staffing and strategy will also be explored.

Multinational Enterprise

Prerequisites: Intro to International Business.

This course is a study of international management focusing on the role of executive, middle, and front-line management in directing and improving organizational performance in a global environment. Major topics include strategic, cultural, behavioral, legal, socio-ethical issues, and functional aspects of international management. Concepts covered include the management of various types of international risk, strategic planning, operations, communications and negotiations, legal and socio-ethical issues facing modern institutions. Development of management systems, as well as, the functions, strategies, and structures of management will be discussed. Students will be exposed to the tools of management used in the international environment.

Monetary Theories and Banking Systems

Prerequisites: Macroeconomics, Principles of Finance

The course examines basic theories in monetary economics and international finance and the impact of the domestic and foreign monetary policies on the Ukrainian economy. Topics include Ukrainian and international financial institutions, financial intermediaries, financial instruments, interest rates, money demand, money supply, exchange rate, balance of payments, and central banking and monetary policies.

Risk Management

Prerequisites: Principles of Management; Business Statistics, Business Finance

This course offers an overview of risk management goals and strategies, including the concepts of risk, creating a risk management program, current issues and trends, and career options. The impact of the modern risk management to an organization is critically analyzed. Case studies are used to enable students to develop practical risk management skills and an understanding of the basics of risk management.

Business Policy

Prerequisites: Principles of Management, Accounting II, Business Finance

The course examines the development of the planning, financing, marketing and personnel management functions unique to the international company. The analysis of major international organizations will provide current information on how these companies operate, and relate theory to actual practice. The course utilizes the knowledge of all business areas for broad involvement in the management decision making process.

World Economies

Prerequisites: Microeconomics, Macroeconomics

This course is a study of current global economic conditions, specifically the growing role of the developing countries in the global economic framework. Emphasis is on the analysis of critical development problems combined with theoretical, empirical, and policy-oriented perspective. The course will also explore the historical, political, social, and economic roots of underdevelopment and the future of the world economy in the age of increasing independence.



Computer Science I

Prerequisites: none

Provides an overview of how the computer works and its functional relationship to society. During the course students examine hardware and software, terminology, and foundational Computer Science concepts. Students will learn to use a microcomputer by executing various software application programs.

Operations Management

Prerequisites: Principles of Management, Microeconomics, Business Statistics, Business Finance

The course examines the methods of planning, coordination, and execution of activities in transformation processes in manufacturing and service organizations. The role of the operations manager is explored, and attention is given to analytical methods that improve production processes and enhance competitiveness. The course illustrates how manufacturing and service operations can apply quantitative tools to decisions using queuing theory, staffing, scheduling or product mix planning using linear programming, and using simulation in inventory control. Emphasis is given on application to real life situations.

Audit of International Investments

Prerequisites: Accounting I and II, Business Finance

The course develops an understanding of the auditing process and the role of internal and external auditing in an organization. It covers the underlying concepts of generally accepted auditing standards and the application of such standard to fact situations. The concepts of risk and control, evidence and documentation are considered. Critical thinking skills and communication skills are developed through case analyses, presentations and use of technology tools.

English Composition I

Prerequisites: none

This is an introductory course to the logic and structure of the English language with special emphasis upon reading development and the application of language skills to reading comprehension and the art of composition. The goal is to prepare the student not only for success in academic writing but also for effective participation in and critical understanding of the public and professional discourses of the "real" world beyond school. On completion of the course the students develop a flexible and effective command of style, arrange essays effectively to guide readers through complex structures, employ the basics types of arguments and persuasive reasoning using different kinds of proofs and appeals.

Business English I

Prerequisites: none

Presents business-related vocabulary, practice in note-taking skills, preparing presentations; introduces terminology and techniques used in commercial transactions, including interpretation and writing of business materials. Emphasis is given on correct, effective and concise use of the language, both oral and written. The course provides study of letters and documents used in legal, governmental and business transactions.

Computer Science I

Prerequisites: none

Provides an overview of how the computer works and its functional relationship to society. During the course students examine hardware and software, terminology, and foundational Computer Science



concepts. Students will learn to use a microcomputer by executing various software application programs.

English Composition II

Prerequisites: English Composition I

This course develops techniques for effective writing through a study of the writing process and of the skills necessary for producing purposeful, unified, and coherent short essays; it includes outlining as it relates to support for a selected thesis statement and developing skills in writing research papers using on-line and library resources; rhetoric, logical thought, audience, critical thinking, and governing human relationships are considered. The course introduces standard research and bibliographical techniques and research papers are assigned.

Business English II

Prerequisites: English Composition I, Business English I

The course is designed to bring the real world of international business into the language teaching classroom. It has been developed in association with the Financial Times and the Economist, the world's leading sources of professional information, to ensure the maximum range and authenticity of business content. On the completion of the course the students should improve their skills in communication, critical thinking, discussion and negotiation, writing for business audiences, design and delivery effective presentations, manners and etiquette.

Computer Science II

Prerequisites: Computer Science I

The course allows the student to develop expertise in using software application packages to solve personal and professional problems. The computer as a tool is emphasized by the in-depth study of word processing, electronic spreadsheets, and data management systems. In addition, graphics, communications, integrated packages, and operating systems from the user's point of view are examined. Students carry out projects using each category of application package.

Mathematics

Prerequisites: none

This course provides students with a mathematical foundation in business, economics, social sciences, and the "life". It presents concentrated and more detailed study of sets and Venn Diagrams, linear equations and solution of 2x2 systems of linear equations, polynomials, rational and radical expressions, quadratic equations, and inequalities. Emphasis is on application to business situation.

Foreign Language I (Russian/German/Spain)

Prerequisites: none

Emphasizes study of German/Spanish/Russian grammar with aim of mastering all grammatical forms; development of speaking ability, reading and interpretation of simple texts; introduction to all basic grammatical structures; intensive drill in written and conversational skills; systematic discussion of selected grammatical difficulties; intermediate composition; expansion of conversational and writing skills through discussion and written exercises; development of oral proficiency.

Foreign Language II (Russian/German/Spain)

Prerequisites: German/Spanish/Russian I

The course examines fundamentals of grammar, composition, conversation and reading. More time is spent in development of reading and writing skills. Students are encouraged to form their own dialogues based on new topics as they are presented. Cultural information supplements the course.



Psychology

Prerequisites: none

This course will survey the science of psychology and will address such topics as research methods, biological bases of behavior, sensation and perception, states of consciousness, process of learning, memory peculiarities, motivation and emotion, language, lifespan development, intelligence, stress and health, social behavior, personality, and abnormal behavior and treatment as well as applications of psychology in a culturally diverse world.

Business Foreign Language I (Russian/German/Spanish)

Prerequisites: German/Spanish/Russian II

The course introduces German/Spanish/Russian used in fields of business, government, administration and economics. The course covers basic specific subject-related vocabulary required to handle everyday business conversations at elementary level, corresponding effectively, and reading business-related texts.

Business Foreign Language II (Russian/German/Spanish)

Prerequisites: Foreign Language II, Business Foreign Language I

At this level existing knowledge of German/Spanish/Russian and Business German/Spanish/Russian is deepened. After successful completion of the course, students should be able to make business conversations, express ideas and opinions, correspond efficiently, conduct meetings and handle unexpected situations using the vocabulary and grammatical structures of the Foreign Language.

Sociology

Prerequisites: Psychology

This course introduces students to Sociology as a social science. During the course the students will explore the scope and methods of examining human behavior and learn how to understand and analyze the modern society. The emphasis is given to practical applications and developing professional skills to communicate the research finding to various publics.

Dual Degrees

The students have an opportunity to participate in Dual Degree and Exchange Programs. Join our Dual Degree Program offered jointly with the University of Minnesota – Crookston (USA).

The program allows you to earn a bachelor's degree in the following fields:

- Business Administration
- Management
- International Business
- Finance
- Accounting
- Information Systems Management
- Sport and Recreation Management

Mode of studies: Online / On Campus.

Duration: 3.5–4years.

ACADEMICS

Our Instructors

Instructors of the BBA program at ConcordiaUA bring their great theoretical and practical expertise to the classroom. They offer students an opportunity to learn, what really works in Ukrainian and International business. With their help, students develop an in-depth understanding of business operations in different areas of business. Among the instructors are:



Mark Sawchuk

Senior Lecturer at the Department of International Economic Relations, Management and Business.

Mr. Sawchuk is General Manager of the Professional Products Division of L'Oreal Ukraine Company. He's been working at L'Oreal Group for the past 15 years, having worked at various leadership positions including heading the divisions of the company in Montreal and Paris. Now works in Ukraine as a Director of L'Oreal Professional Product Division in Ukraine.

Has taught at ConcordiaUA for six years. Teaches Brand Management and Marketing Research.



Jeff Evans

Master's Degree in Social Work, Bachelor's Degree in Chemistry.

Founder and owner of Central Contracting Inc., an upscale residential renovation contractor since 1981. Previous experience as chemist at Monsanto World Headquarters and Mallinckrodt Laboratories. Top salesman at Roche Laboratories and AstraZeneca. At Landmark Worldwide (formerly Landmark Education) throughout the USA, Canada and Mexico trained over 500 volunteers and staff in presenting and managing groups. Produced and organized over 50 seminars for 10 to 300 person events. Managed enrollment and registration into programs.

Mr. Evans teaches Leadership and Sociology at UACU, National University of Kyiv-Mohyla Academy, National Aviation University, Taras Shevchenko National University of Kyiv; holds workshops and lectures at US Embassy's Janet C. Demiray English Teacher Resource Center and the National Technical University of Ukraine "Igor Sikorsky Kyiv Polytechnic Institute".



Lesia M. Ishchuk

Doctor *Honoris Causa* of UACU, Master's Degree in Language Education (English and French).

Associate Professor at the Department of General Studies.

In 1975, obtained her master's degree from Kyiv National Linguistic University (Honors Diploma). Since September 1975, taught foreign languages to students of Liberal Arts departments of M. Horkyi Kyiv State Pedagogical Institute. Between 1983 and 1986 – a doctoral student at the Department of Methods of Teaching Foreign Languages at KNLU, followed by three years as Senior Lecturer at the Foreign Languages Department of the National Pedagogical University.

Since 1998 she has been working as an Associate Professor at Ukrainian-American Concordia University (UACU). Was awarded the title of UACU Honorary Doctor in Foreign Philology. Teaches Business English and Interpersonal Communication.



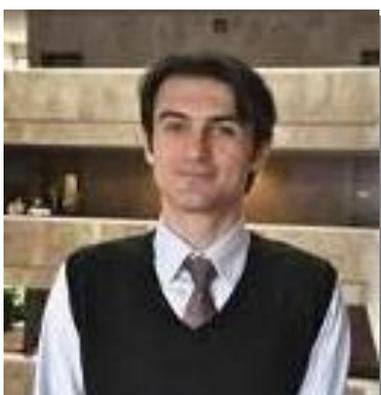
Olga O. Verkhohlyad

Ph.D. in Management and Administration.

Provost for Research, Professor at the Department of General Studies.

Received her master's degree at Dallas Theological Seminary (USA) and her Ph.D. degree at Texas A&M University in 2008. Her dissertation, "The Development of an Improved Human Capital Index for Assessing and Forecasting National Capacity and Development" received two prestigious awards: Dissertation of the Year Award (EAHR Department, Texas A&M University) and Malcolm S. Knowles Dissertation of the Year Award (Academy of Human Resource Development, USA).

Has been Professor at the Ukrainian-American Concordia University (UACU) since 2009. Teaches Psychology, Human Resource Management and Organizational Behavior.



Hlib S. Buriak

Ph.D. in Economics, M.A. in International Business.

Associate Professor at the Department of International Economic Relations, Business and Management.

Dr. Buriak graduated with an Honors Diploma from Taras Shevchenko National University of Kyiv (2003) and gained a bachelor's degree in International Relations. In 2005, obtained a master's degree in International Business and gained the qualification of an international economist and English translator.



Between 2006 and 2008 worked in the civil service as Assistant Consultant to a Member of Ukrainian Parliament and a Counselor of the First Vice Prime Minister of Ukraine. In 2010, defended the Ph.D. dissertation “Corruption in the modern-day institutionalization of the global economy” at the Institute of International Relations, Taras Shevchenko National University of Kyiv. Was awarded a Ph.D. (Candidate’s Degree) in Economics (major 08.00.02 “International economic relations and global economy”). The same year, held a position of Assistant Professor at the Department of International Business of the Institute of International Relations. In 2012 published a monograph “Economic institutes in the system of corruption: international aspect.”

Since 2013, has worked as Associate Professor at the Ukrainian-American Concordia University (UACU). Courses taught: International Economic Relations, Contemporary Problems in International Economics.

His research interests include the new institutional theory, shadow economy and corruption, economics of developing countries, organizational management, irrational behavior and decision making.



Joachim Bentz

Senior Lecturer at the Department of International Economic Relations, Business and Management.

Marketing Director of the international corporation Imperial Tobacco Ukraine.

A Harvard Business School alumni, has over 15 years of professional management experience in Beiersdorf AG, one of the leading global manufacturers of personal consumer products in Ukraine. Joachim has worked at many different levels in global organizations, has taken part in the development and implementation of effective local strategies for FMCG in Chile, Germany and CIS countries. Courses taught at ConcordiaUA: Self-Management and Marketing.



Nataliia D. Amalian

Ph.D. in Economics, Associate Professor.

Associate Professor at the Department of International Economic Relations, Business and Management.

Graduated from Taras Shevchenko State University of Kyiv with an Honors Diploma in International Relations. In 1984, was awarded a Ph.D. (Candidate’s Degree) in Economics.



Associate Professor at the Department of Finance and Financial and Economic Security since 2013. Has a number of advanced in-service training certificates upon completion of economics-related courses taught in English. Associate Professor at the Department of Banking of Kyiv National University of Trade and Economics. Has been Associate Professor of the Ukrainian-American Concordia University (UACU) since 2016. Courses taught: Principles of Management, Business Finance, Finance, Banking System and Financial Institutions.



Liubov V. Zharova

Doctor of Science in Economics, Senior Researcher.

Head and Professor of the International Economic Relations, Business and Management Department.

Dr. Zharova graduated from Kyiv Polytechnic Institute with an Honors Diploma majoring in Organizational Management (Enterprise Management). She obtained a Ph.D. in Economics (“Productive Forces and Regional Economics”) in 2005 and was awarded the academic title of Senior Researcher in “Economics of Nature Management and Environmental Protection” in 2007. In 2013, she defended her doctoral research thesis “Macroeconomic regulation of environmental policy: theory, methodology, practice” and was awarded a Doctor of Science degree in Economics.

Has a number of certificates upon completion of economics-related courses taught in English. Author of over 150 scientific publications, including a monograph, member of editorial boards of the scientific journal *MIND* (The University of Economics and Humanities in Bielsko-Biala, Poland), *Economics and Management* and *Entrepreneurship* (South-West University “Neofit Rilski” in Blagoevgrad, Bulgaria), and Executive Editor of the international academic scholarly journal *Business, Economics, Sustainable Development, Leadership and Innovation*.

Dr. Zharova has worked with the State Fund for Fundamental Research of Ukraine, the Ministry of Ecology and Natural Resources of Ukraine, the Ministry of Economic Development and Trade of Ukraine, the European Bank for Reconstruction and Development, and the United Nations Development Program (UNDP) in Ukraine.

Courses taught: Macroeconomics, Microeconomics, World Economics, Operational Management, Principles of Management, International Management.



Alumni and Social Network, Career Planning

BBA degree is more than a degree. It is a life-changing opportunity which can open many doors for you in the professional world. One of the ways it is done is through the network students can build while at ConcordiaUA. Our students have diverse functional expertise. Our alumni work in different business sectors in national and international companies. This is a great resource student can use to expand the network.

At ConcordiaUA, we take the question of helping students build their professional network very seriously. Different events are organized where students and alumni can meet each other. Furthermore, ConcordiaUA is interested in helping our alumni in their professional growth.

Dr. Oleksandra Romanovska, Provost for International Relations, Development and Organization / Communications Coordinator runs the questions regarding Alumni Network, Internships and Career planning. The following companies are internship places for our students where many ConcordiaUA graduates continue to work on a full time basis:



To make the cooperation more systematic and better available for the students, ConcordiaUA developed and has been using successfully **Facebook Internship Page**: <http://www.facebook.com/groups/214506911984458/>.

The Facebook Alumni Page is of great importance too as it helps to bring together the organized efforts of alumni, to encourage participation more fully in the life of the University, to provide information about the University and to facilitate association among alumni of the same community for the benefit of their cooperation. **Facebook Alumni Page**: <http://www.facebook.com/groups/wiui.alumni/>.



Leadership Education at the Program

Being a student at the Ukrainian-American Concordia University has many advantages, one of which is meeting distinguished corporate, non-profit, and political leaders. BBA students are always invited to the events which enable them to learn more from the great expertise of such individuals.

Experts who have spoken at the events sponsored by ConcordiaUA include:

- **His Excellency John Edward Herbst** (USA) – Ambassador of the United States of America in Ukraine (2003–2006). B.S. in Foreign Service (1974) and M.A. in Law and Diplomacy (1978); Honorary Doctor of the Ukrainian-American Concordia University. On June 14, 2019, H.E. John E. Herbst was appointed Honorary President of UACU.
- **His Excellency Dietmar Gerhard Stüdemann** (Germany) – lawyer and economist, retired Ambassador of the Federal Republic of Germany in Ukraine, Advisor to the President of Ukraine V. A. Yushchenko (2006–2007); Senior Advisor of Deutsche Bank, member of the Board of the German-Ukrainian Forum (Deutsch-Ukrainisches Forum e.V.) and the German-Ukrainian Society for Economics and Science (DUG WW; Mainz, Germany). Honorary Chancellor and Honorary Doctor in International Relations and Diplomacy of the Ukrainian-American Concordia University.
- **Elaine Sarao, Ph.D.** (USA) – UACU Associate Rector; Franklin Fellow at the U.S. Department of State, Washington, D.C. (2010–2013) as an Expert on Civil Society; Advisor to Rector and Honorary Doctor in the sphere of International Relations and Public Diplomacy of the Ukrainian-American Concordia University. Currently Dr. Sarao represents UACU in Washington, D.C., where she is a foreign-affairs analyst and strategist.
- **Mr. Paul R. Thomas** – Advisor to the Rector and lecturer of the Ukrainian-American Concordia University. Mr. Thomas holds a master's degree (M.A.) in Economics and is a leading business expert specializing in Natural Resource Economics and International Finance. As an Adjunct Professor, he lectures and teaches seminars in business valuation, asset appraisal and financial analysis for university MBA programs, contributes to industry journals, and teaches seminars in support of energy efficiency project financing for industry and government entities. On behalf of the United States Appraisal Institute, Mr. Thomas develops and teaches courses as part of the Professional Development Program in International Valuation of Fixed Assets.

As Partner and President with IRE (USA) Inc. and IRE (Ukraine) LLC, Thomas and Simonova (Ukraine) since 1995, Mr Paul R. Thomas currently serves as Senior Executive and Consultant conducting business and asset valuations (land, commercial and residential real estate, industrial real estate, hotels and retail facilities in compliance with International Valuation Standards), carrying out corporate due diligence and financial services for clients operating in Ukraine, Russia and the CIS, i.e. for firms undergoing international audits by Big-4 firms. Representative clients and valuations assignments include Withers LLC. London, Oschad Bank, Privat Bank, UkrNafta, U.S. State Department, Daewoo Telecom, etc.

Mr. Thomas has more than 45 publications, including research articles, case studies, appraisals and valuation reports, journal and periodical articles, conference papers, seminar materials and reviews. Numerous contributions of data and publication references in the *Wall Street Journal*,



Mining Engineering, Engineering and Mining Journal, Newsletters of The Gold and Silver Institutes, the Natural Resources Industries Institute, the *American Mining Congress Journal*, various Ukrainian business magazines and newspapers.

Paul R. Thomas was awarded an Honorary Membership in the Ukrainian Society of Appraisers in recognition of outstanding contributions toward development of the appraisal industry in Ukraine (1999).

- **Dr. Karl Beck** (USA) – The Director of the United States Peace Corps in Ukraine (2001–2007), Honorary Doctor of the Ukrainian-American Concordia University.
- **Dr. Jörn Hendrich Block** (Germany) – Doctor of Economic and Political Sciences, Professor of Management at the Chair of Management of the Trier University (Universität Trier, Germany). Visiting Professor at the Department of Applied Economics and Associate Member of the Erasmus Research Institute of Management (ERIM) at the Erasmus University Rotterdam (Netherlands). Doctoral Thesis in Management and Economics, Guest Professor of the Ukrainian-American Concordia University. Member of the Editorial Board of the scholarly journal *BESLI (Business, Leadership, Sustainability and Innovation)*.
- **Dr. Douglas Gardner** (USA) – former UN Resident Coordinator and UNDP (United Nations Development Program) Resident Representative in Ukraine (2002–2005). Earned degrees in economics and English and a master's degree in international management. Honorary Doctor of ConcordiaUA.
- **Kenneth Gray, Ph.D.** (USA) – UACU (WIUU) American Dean (2001–2002 and 2006–2007), Honorary Doctor of the Ukrainian-American Concordia University.
- **Dr. Hansjürgen Doss** (Germany) – an architect and politician, Honorary Consul of Ukraine in Germany, Member of the German Parliament 1981–2002, President of the German-Ukrainian Society for Economics and Science. Holds a university degree in Design and Architecture. Dr. Doss is Honorary Doctor of the National Dragomanov Pedagogical University (Ukraine) and the Ukrainian Free University (Ukrainische Freie Universität, Germany), Honorary Professor of Economics at the Ukrainian-American Concordia University.
- **Dr. Hendrik S. Doss** (Germany) – Design Dozent at the faculty of Media Management of the RheinMain University of Applied Sciences (Germany). Dr. Doss holds a university degree in Design and is Honorary Doctor of the Kyiv National University of Technologies and Design. CEO of dosscom, Member of the Board of Directors of the German-Ukrainian Association for Economy and Science, lecturer at the EC Europa Campus University of Applied Sciences and the Ukrainian-American Concordia University.
- **John S. Johnson, Ph.D.** (USA) – Senior Partner of Precedent Academics, Coordinator of Doctorate Programs at Indiana Wesleyan University and the University of Phoenix (USA), Visiting Professor and Honorary Doctor of the Ukrainian-American Concordia University.
- **Mr. Yunus Emre** – President of German-Turkish Association for Economy and Science and Member of the National Integration Commission of CDU (Germany).



- **Sanitätsrat Wolfgang Klee** (Germany) – State Medical Counselor, Doctor of Medicine, dermatologist, biologist, member of the German-Ukrainian Society of Economics and Science (Germany), Honorary Doctor of the Ukrainian-American Concordia University.
- **Marshall Christensen, Ph.D.** (USA) – Founder and Leadership Team Member of Co-Serve International (USA), Honorary Professor of the Ukrainian-American Concordia University.
- **Dr. Adalbert H. Lhota** (Austria / Switzerland) – Honorary Consul General (1999–2007) and Acting Commercial Counselor of the Federal Chancellor of Austria, Honorary Senator; Director of Swarovski Holding AG. Holds honorary doctorates in Philosophy (from the National Dragomanov Pedagogical University) and Economics (Doctoris Rerum Oeconomicarum in Business Administration) from the Ukrainian-American Concordia University. Honorary Professor of Management of the Ukrainian-American Concordia University.
- **Dr. Roger McMurrin** (USA) – President of Music Mission Kiev (1995), founder and conductor of the Kyiv Symphony Orchestra and Chorus (since 1993). Honorary Doctor of the Ukrainian-American Concordia University.
- **Dr. Michael Ruiss** (Germany) – publisher and CEO of the top-rated Magazine *Frankfurt Rhein-Main* (leading regional lifestyle magazine of the German Frankfurt Rhine-Main region). Honorary Doctor of Philosophy of the Lesya Ukrainka Eastern European National University (Volyn); and Honorary Professor of Journalism of the Ukrainian-American Concordia University.
- **Mara Sukholutskaya, Ph.D.** (USA) – Associate Professor of English and Languages, Director of Global Studies at East Central University (Oklahoma, USA); Honorary Doctor in Linguistics and International Communication of the Ukrainian-American Concordia University.
- **Dr. Axel Haas** (Germany) – Managing Director of Arend Prozessautomation Company, Lecturer at the Department of Management at the Trier University (Germany), Honorary Doctor of Philosophy of the National Dragomanov Pedagogical University. Honorary Doctor in International Business and Honorary Professor of Marketing and Entrepreneurship of the Ukrainian-American Concordia University.
- **Mr. Lars Hoffmann** (Germany) – General Manager at Americanet Travel Marketing and Publishing, On-line Marketing Specialist at the Ukrainian-American Concordia University.
- **Dr. Moritz Hunzinger** (Germany) is an expert in Public Relations, Honorary Professor of PR and Communication, Vice-Chairman of the Supervisory Board and the European Union Coordinator at the Ukrainian-American Concordia University.

Chairman of the Board of the mobile payment company Cashcloud (since 2016), Board Member of the automotive manufacturer company Gemballa Holding (since 2015), interim CEO of Mars One Ventures (2016–2017). Prior to these positions he was Chairman of the Board of stock listed Infas Holding (previously Hunzinger Information) for 25 years. Since 2015, Chairman of the Advisory Board of Brocard Parfums (leading perfume retailer in Ukraine), Vice-Chairman from 2003 until 2015. Assigned to Cabinet of the then EU Vice-President Martin Bangemann, he advised the European Commission on cooperation with Eastern and Central Europe countries.



Dr. Hunzinger received his diploma from the first President of Ukraine Leonid Kravchuk. Holds Honorary Doctorates of Philosophy of the Ukrainian-American Concordia University and the National Dragomanov Pedagogical University. Was appointed as Honorary Senator by the Ukrainian Free University in Munich, Germany in 2008. Since 2015 he is an Honorary Professor at the Lesya Ukrainka Eastern European National University (Lutsk, Ukraine). Since 2014, Moritz Hunzinger is a professor for PR and Communication at the Faculty of Socio-Psychological Sciences and Management and thus the first foreign faculty member of the NDPU (Kyiv, Ukraine). In 2017 he was elected a member of the Supervisory Board of the NDPU.

- **Dr. Philipp Schmidt** (Germany) – CEO and Founder of Konzeptberlin; Strategic Advisor and Chief of Staff in the German Parliament (the Bundestag). Holds a master's degree in International Business (University of Tilburg, Netherlands). Visiting Professor and Honorary Doctor in Human Resource Management and International Relations of the Ukrainian-American Concordia University (since 2018).
- **Dr. Peter Spary** (Germany) – General Secretary of the German-Ukrainian Society of Economics and Science (DUG WW; Mainz, Germany), General Secretary of the German-Hungarian Association, Vice President of Mérite Européen, Chief Consultant at the University of Hagen (*FernUniversität*, Hagen, Germany). Doctor of Economics, Doctor of Political Economics *honoris causa*, Honorary Professor of PR at the the Ukrainian-American Concordia University. Member of the Editorial Board of the scholarly journal *BESLI (Business, Leadership, Sustainability and Innovation)*.
- **Mr. Alexander Schönherr** (Germany) – M.A. in Psychology, CEO of the SWV Schweizer Werte Vermittlung Company.
- **Prof. Stephan Schupbach** (Germany) – Honorary Professor for Industrial Design at the Frankfurt University of Applied Sciences, Guest Professor of the the Ukrainian-American Concordia University. Holds a university degree in Design.
- **Dr. Stephan Welk** (Germany) – Doctor of Economic and Political Sciences (Dr. rer. pol.), Master of Laws (L.L.M.), Professor Emeritus, Honorary Consul and Special Adviser on Economics to Minister for Foreign Affairs of São Tomé e Príncipe; a citizen of Germany and São Tomé e Príncipe, Business Economist and Diplomat. Honorary Professor for Public International Law and Diplomacy of the Ukrainian-American Concordia University (2017) and member of the Editorial Board of the scholarly journal *BESLI (Business, Leadership, Sustainability and Innovation)*.

Dr. Welk developed various business projects in Hong Kong, Bahamas, Europe and Middle East. In 2003-2005 he served as a Managing Director for International Business at Mauser GmbH (Isny, Germany). In 2005-2007 he was a Member of the Board of Directors of SAT & Co. AG in Kazakhstan. At the present time he works as a Consultant for the World Bank, Senior Consultant and Managing Partner of IB&GC Ltd. London, Member of the Board of Directors of Wedo AG Dubai, Member of the Board of Aduno GmbH Wirtschafts- & Regierungsberatung.

Dr. Welk volunteered for the Laureus Foundation, namely in Burundi, where he established a school and supported African artists. In São Tomé e Príncipe he supports the Universidade de São Tomé e Príncipe and allows students, in collaboration with the foreign language department



of the university, to visit the University of Münster for 4 weeks a year. Was awarded a Grand Cross in the Royal Order of the Lion of Rwanda by King Yuhi VI of Rwanda. He is a Knight of the Order of Merit of the Portuguese Royal House, and of the Royal Portuguese Association of Guards of Honored Castles, Pantheons and National Monuments as well as a Knight of the Royal House of Georgia.

- **Dr. Gero von Pelchrzim und Trzankowitz** (Germany) – a famous German Defense Attorney and Criminal Lawyer, Doctor of Law (Doctor iuris), Master of Laws (L.L.M.), and Honorary Professor of Law and Compliance of the Ukrainian-American Concordia University.
- **Dr. Gert-René Polli** (Austria) – an organization and government security and strategy expert with more than 30 years of experience in civil, military, intelligence and diplomatic environment as well as in other public and private sectors. Honorary Professor for Intelligence, Security Services and Counterterrorism of the Ukrainian-American Concordia University.

Dr. Polli worked, inter alia, as Head of Corporate Security at Siemens AG and the Austrian government as Head of Intelligence for more than 6 years. Dr. Polli is an expert in the field of Threat Analysis related to current and future political and security challenges in Europe. In this capacity he is well known and respected in public and media. He was working and living in conflict zones like Iraq, Syria, Pakistan and was resident in Turkey until September 2016. Mid 2017 Dr. Polli has published a well-received book on European Security and Intelligence issues, and is frequently guest on TV and other media to comment on policy and security related topics.

- **Dr. Jan Metzler** (Germany) – a German politician and entrepreneur, representative of the German Bundestag (the German Federal Parliament) since 2013, Visiting Professor of the the Ukrainian-American Concordia University. Holds master's degrees in Business Administration and International Management. Was awarded the title of Honorary Doctor of UACU in Diplomacy and International Relations (2018).



Elaine M. Sarao, Associate Rector, Ph.D. with her husband Paul,
Mr. and Mrs. Romanovski and Patricia Essein



Dr. Hansjürgen Doss – Honorary Consul of Ukraine in Germany, Ex-Member of the Deutscher Bundestag (1981-2002), President of the German-Ukrainian Society of Economics and Science (DUG-WW, Germany) is giving a lecture to ConcordiaUA students.



Dr. Hansjürgen Doss – a great friend of Ukraine, Honorary Professor of UACU, Honorary Consul of Ukraine to Germany, Director of the Institute of Social Market Economy of the Ukrainian Free University (Munich) attended the meeting with Chancellor of Germany Angela Merkel and Rector of the Ukrainian Free University (Munich), Prof. Maria Pryshliak in Berlin.



Hon. Senator Moritz Hunzinger – Chief Executive Officer (CEO) Emeritus of Action Press Holding AG; Founder and Managing Partner of GFI Communications (Germany) (in the middle) enjoys sharing his wisdom of building effective international business with ConcordiaUA administrators and students.



Representatives of Highmark Inc. visit ConcordiaUA every semester delivering lectures on the broad spectrum of business issues.



Dr. Marshall Christensen, President of the Co-SERVE International (USA), teaches the course “Leadership” to ConcordiaUA students.



Academic Policies

Graduation Requirements

Undergraduate students will be granted a Bachelor's degree upon satisfactory fulfillment of the following requirements:

- Completion of the required courses and credit hours required for the degree.
- A cumulative grade point average of 1.00.

During the course of the program, the student's work is subject to continuous review by the Dean of the International Programs and Program Advisor. Students are responsible for satisfying the requirements for graduation and for observing the academic regulations of ConcordiaUA.

Petitions for graduation will be approved by the Academic Office if all degree requirements have been completed before the proposed graduation date and if all required documents have been submitted and fees paid.

A student may be dropped from candidacy for serious academic or personal misbehavior by decision of the Academic Office. ConcordiaUA students are offered an opportunity to become interns in the field of international management at prestigious Ukrainian, international and joint companies with the perspective of obtaining a job after graduation.

Grading System

Course Credit

A student's performance in each course is evaluated with letter grades with equivalent grade point average ranging from an "A" (4.00) through "F" (0.00). "Plus" or "Minus" grades may be used at the instructor's discretion.

Transfer Credits

In order to transfer credits from another educational institution to ConcordiaUA, a potential student must provide ConcordiaUA with the information regarding the learning outcomes of the course, for which the credit transfer is sought.

Furthermore, adequate information on certification/accreditation/quality assurance of the institution of higher education from where the credit transfer is sought must be provided by the potential student.

If the institution of higher education possesses nationally/internationally recognized accreditation, and if the learning outcomes are not substantially different from the ones at ConcordiaUA, credit transfer may be allowed. In case of rejection of a foreign qualification, substantial differences in the learning outcomes have to be substantiated.

There is no limitation to the quantity of the courses that may be transferred.



Incompletes

An incomplete grade (I) may be assigned by the instructor when, in the judgment of the instructor, the student is unable to complete the requirements of a course because of unforeseeable emergency and justifiable reasons at the end of the semester. To receive credit for the course, the incomplete work must be finished no later than one month from the end of the semester in which it was assigned. A final grade will be assigned when the work stipulated has been completed and evaluated or when the time limit for completing the work has elapsed. A student may petition for a time extension due to unusual circumstances.

Academic Integrity

Academic integrity is submitting one's own work and properly acknowledging the contributions of others. Any violation of this principle constitutes academic dishonesty and is liable to result in a failing grade and disciplinary action. Forms of academic dishonesty include:

- **Plagiarism** — submitting all or part of another's work as one's own in an academic exercise such as an examination, a computer program, or a written assignment.
- **Cheating** — using or attempting to use unauthorized materials on an examination or assignment, such as using unauthorized texts or notes or improperly obtaining (or attempting to obtain) copies of an examination or answers to an examination.
- **Facilitating Academic Dishonesty** — helping another commit an act of dishonesty, such as substituting for an examination or completing an assignment for someone else.
- **Fabrication** — altering or transmitting, without authorization, academic information or records.

Principles of academic integrity require that every student:

- Properly acknowledge and cite all use of the ideas, words or results of others.
- Make sure that all work submitted as his/her work in an academic activity is produced without the aid of unsanctioned collaboration or unsanctioned materials.
- Treat all other students in an ethical manner, respecting their integrity and right to pursue their educational goals without interference.

Compliance with these principles is necessary in order to insure that:

- Every student is given proper credits for her/his ideas, words, results and other academic accomplishments.
- All academic work done by a student is fairly evaluated and no student has an inappropriate advantage over others.
- The academic and ethical development of all students is fostered.
- The reputation of the University for integrity in teaching and research is maintained and enhanced.

Failure to adhere to these principles of academic integrity threatens both the reputation of the University and the value of the degree awarded to its students.



RESOURCE CENTERS

Library

ConcordiaUA has a high-quality library, which serves as one of the major tools for studying at ConcordiaUA. The library holds textbooks, books, science journals and other academic literature in Ukrainian, English, German, Russian and other languages. ConcordiaUA server holds catalog and dictionaries which can be easily accessed. Students can use a reading room for their conveniences. Library staff is always willing to assist you in your information search.

The principal objectives of our Library are to provide information support, facilitate the education and research process, and to satisfy the readers' demands in the most efficient way and at the shortest possible time. Today, ConcordiaUA's Library is a significant information and cultural center of the Ukrainian-American Concordia University, providing bibliographical and information services to foster the teaching, learning and research processes at UACU. The development, shaping, preserving, and management of in-house and global resources are in line with the educational and research activities of UACU, providing for information and research support to students, faculty, and staff on ground of accessibility, operational efficiency, informative value, and convenience.

The Library collection totals 16,125 items (as of January 1st, 2019).

Students enrolled in the joint dual degree programs have full access to our partner universities' resources – libraries, internet resources, distance learning platforms, etc.

IT Center

Our Internet Center opens access to virtual Internet data bases: libraries, information centers, foreign publishing houses, archives and science magazines. Internet provides distance learning technologies and connects ConcordiaUA to colleagues and partners throughout the world.



Mr. Vladyslav O. Nadtochii,
Head of IT Center

Mr. Vladyslav Nadtochii, Head of IT Center, System Administrator – Information Systems Software/Service Administrator of the Distance Learning Center, is always happy to assist students with any of internet access-related needs.

In 2002, Mr. Nadtochii graduated from the National Dragomanov Pedagogical University with a Master's Degree in Technical Education, obtaining the qualification of a teacher of technical subjects, labor training, information engineering technologies and life safety.

Since 2002, he has held a position of Senior Lecturer at the Department of Information Technologies and Innovations of ConcordiaUA. Courses taught: Computer Science I, II.

Distance Learning Center

In order to provide high quality education in line with innovative approaches of the world's leading educational institutions and recognizing the benefit of online learning, feedback and assessment, ConcordiaUA Distance Learning Center of the Ukrainian-American Concordia University uses MOODLE 3.0 (Modular Object-Oriented Dynamic Learning Environment) – the virtual distance and online learning resources and activities platform, which facilitates access to learning resources and enhances communication between instructors and students.

The duration of training on the distance mode of studies corresponds to the education plan of the Ukrainian-American Concordia University: 4 years for a bachelor's degree, 1 year and a half for a master's.

Distance education uses web-based resources of academic disciplines (programs), inclusive of online academic courses – systematized collections of information and instructional resources, required to internalize these academic disciplines (programs), accessible via the Internet using a web browser and/or other software applications available to a user.



Dr. Natalia M. Protsun,
Associate Professor, Ph.D.,
Dean of Management and Business
School, Director of Distance Learning
Center

Dr. Natalia M. Protsun – Dean of the Business and Management School and Director of the Distance Learning Center of ConcordiaUA.

Graduated from the National University of the State Fiscal Service of Ukraine, Department of Economics and Taxation (2006–2011). In 2011, obtained a master's degree in International Economics from the National University of the State Fiscal Service of Ukraine (Honors Diploma). Completed a post-graduated course (2011–2014) at Taras Shevchenko National University of Kyiv.

Holds a Ph.D. in Economics (World Economy and International Economic Relations) from Taras Shevchenko National University of Kyiv (2015). From 2015 to date – Associate Professor at the Department of International Economic Relations, Business and Management of the Ukrainian-American Concordia University (UACU). Teaches Foundations of Diplomacy and Diplomatic Operation, Diplomatic Protocol and Etiquette, Introduction to Business, International Business, Contemporary Problems in International Economics.

Has more than 20 publications, including 9 research articles in professional scientific journals. Participant of all-Ukrainian and international research-to-practice conferences focusing on implementation and development of international economic relations. Co-authored a foreign multi-author monograph. Dr. Protsun's research interests include innovative development of international of economic patterns; economy of a developing country; investment.



ADMISSIONS

Applying for Admission

Ukrainian-American Concordia University admissions procedure is streamlined and highly personalized, and our Admissions staff is available to assist you at every step of your application process.



Mrs. Olga Glazova,
Admissions and International
Center Director

Having been with Ukrainian-American Concordia University (UACU) since 2000, **Mrs. Glazova** possesses extensive experience in various administrative and managerial positions of increasing responsibility.

Graduated from the Kyiv State Pedagogical Institute of Foreign Languages with a Master's Degree in Language Education (French and English).

Admission Criteria

Students applying to study at ConcordiaUA must have completed secondary school with a satisfactory grade point average. In addition, students must prove English proficiency by submitting a TOEFL score (or an equivalent English test) or by taking a placement test at ConcordiaUA to begin study according BBA curriculum.

Students scoring below standard will be expected to enroll in ConcordiaUA Language School until such time that they have reached satisfactory English proficiency. The American faculty teach classes with the understanding that students have the required English proficiency.

Every year ConcordiaUA hold Business English Competition for the graduating high school students who are going to pursue degree in Business Administration. As the result of the competition, students get a 100%, 75% and a 50% discount in tuition fee at ConcordiaUA.

Students applying to study at the Programs Accredited by the Ministry of Education and Science, Youth and Sports of Ukraine are required to submit the Test Certificate (not less than 124 points for general subjects and 140 points for major subjects).

List of documents required for admission of Ukrainian citizens:

- Completed application form.
- Certificate and record of high school transcript.



- Medical certificate of health condition.
- Copy of passport and copy of national ID card.
- Military recruits' registration certificate for men.
- Six (6) photos (3×4).
- Proof of fully paid tuition and other fees (including library deposit, dormitory).

List of documents required for admission of international students:

- Completed application form.
- Official transcripts and diplomas (translated and legalized by your country's official authorities either in your home country or in the embassy of your country in Ukraine).
- Birth certificate (translated and legalized).
- Medical certificate of health condition (translated and legalized).
- AIDS certificate (translated and legalized).
- Copy of passport.
- Ten (10) photos (3×4).
- Two (2) recommendation letters (from former or present employees, institutions, lecturers and other relevant sources).
- Return ticket with open date (for the period of one (1) year).
- Proof of fully paid tuition and other fees (including library deposit, dormitory, medical health insurance, immigration insurance and registration).

Admission Requirements for BBA Program

- Certificate and record of high school transcript.
- English Proficiency: ConcordiaUA English Placement Test (minimum score of 40-50%).
- TOEFL (minimum score of 40%; the test is valid within two years) or IELTS (a minimum IELTS band score of 4.5) or equivalent proficiency tests (please refer to the Admissions office for clarification).

In order to gain admission, applicants are to demonstrate their functional English language competence justified with the relevant TOEFL score (or comparable international examination score/grade) or take the English placement test (Michigan Test) at the Ukrainian-American Concordia University.

Placement Test

Applicants whose score falls below 40% on the placement test will be expected to enroll in the ConcordiaUA English School.

Applicants can also provide proof of English proficiency by submitting a TOEFL test (or an equivalent English test) to begin study in the Bachelor degree. The International faculty teaches classes with the understanding that students have the required English proficiency.

Graduating high school students who are the Business English Competition winners could be exempted from the Placement tests.



Registration

Each fall and spring semester, academic advisors offer preregistration counseling. Preregistration for the Fall semester takes place during the Spring and Summer, and for the Spring semester preregistration takes place during the Fall semester. Each potential or current student is required to make an appointment with Mrs. Olga Glazova, Admissions Director (380-44-236-1916 [ext. 108]) (wiuu@wiuu.kiev.ua). She advises students on all issues concerning registration and the process of studying, the offering of courses if applicants will take separate subjects during the semester. Potential and current students then create their educational schedule with their help and are registered.

After the start of a semester, a student may take one week to decide whether to keep certain classes or not. Any class may be dropped during the first week with no penalty.

Visiting ConcordiaUA

Campus visits may be offered for students considering coming to ConcordiaUA. Contact the Admissions Office if interested in scheduling a visit. Admission counselors will meet you one-on-one and offer you a guided tour, video and print information materials about the Ukrainian-American Concordia University and our degree programs.

For further information about Bachelor's Degree Programs at ConcordiaUA, visit www.concordia.edu.ua or call (+380 44) 236-1916.



WHY CHOOSE BACHELOR'S DEGREE PROGRAMS AT CONCORDIAUA?

Ukrainian-American Concordia University combines solid content program with well-developed international environment. Ukrainian and international students together make the program worth studying at.



Reasons to study with us:

- **Joint degree programs.** Dual degree diplomas, accredited in the world's leading countries, make our students remarkably in-demand specialists in the global market.
- **Practical skills.** Sharing their own practical expertise, our instructors enable students to immerse in the real business environment and focus on the most innovative approaches and latest practices that will apply in your professional life.
- **Internationality.** Deeply integrated in the business community, Concordia University has numerous partners in Ukraine and abroad, and offers diverse international mobility opportunities, student internships and academic exchange programs with world's leading universities.
- **International environment.** Our University is in high demand with students from the entire world, which makes us a platform for sharing cultural experience.
- **American-style education.** The flexible process of education allows to effectively distribute the academic workload and reserve sufficiently enough time for self development.
- **Professional faculty.** Always open for communication with students, our lecturers are qualified academics and business practitioners. They engage in a wide range of activities, working for top-ranking firms, collaborating with governmental agencies, and providing professional consultancy services.

Choose the pathway to your future yourself – stride for success together with Concordia University!



OUR ALUMNI

Here is what our graduates say about their educational experience at the Ukrainian-American Concordia University.



Patricia Essien, Alumna 2007

Why I chose ConcordiaUA: After completing my first two years at an American university, I relocated to Ukraine. I was eager to find a university that followed the same system of education I was used to, a program that was suited to my needs, where the medium of study was English and where I would be able to transfer my credits to. I was very surprised and lucky to find ConcordiaUA, and even luckier to be able to enroll in the Spring semester, which meant that I would not lose an entire semester, this is not usually, practiced in higher education institutes of Ukraine.

Where do I work: Currently, I am on maternity leave. However previously, I worked as International Program Coordinator at ConcordiaUA.

How did ConcordiaUA prepare me: I am still in the process of attaining my MBA. Once completed I believe it will provide the platform for which I need to build my future career.

What would I say to future students: Strive toward self-direction and autonomy during your learning process. Take the initiative in making use of the variety of resources available to you, rather than wait to be spoon fed information by your instructors. Use team projects as an opportunity to build self-advocacy, decision- making and problem-solving skills.



Mariya Petrova, Alumna 2010

I work at Ove Arup and Partners International Limited, Moscow office.

BBA degree from ConcordiaUA equipped me with strong analytical skills and business acumen which help me a lot in my employment and in everyday life.



Olena Gryn, Alumna 2004

Why did you choose ConcordiaUA: The two main reasons for me were American teaching methods and foreign instructors. Education based on case study analysis, group presentations and discussions were novice for Ukraine at the time.

Where do you work: Self-employed with extensive background of work experience at various international development organizations (Peace Corps, USAID, WHO). Also, currently teaching at ConcordiaUA.

How did ConcordiaUA prepare you for your career: I got my first job at Peace Corps Ukraine office (part of the US Embassy in Kyiv) after a summer internship, which I initially got through ConcordiaUA. Choosing ConcordiaUA for my Bachelor's was a pivotal point in my whole career for sure.

What would you say to future ConcordiaUA students: Study hard and try different internships until you find your passion. Concentrate on finding passion in your internships, not just income.



Yaroslava Chohey, Alumna 2003

Why did you choose ConcordiaUA: ConcordiaUA was one of the first Universities to offer both Ukrainian and international qualifications thus providing better career prospects.

Where do you work: Program Leader for Foundation Business and Tourism programs at London School of Business and Finance.

How did ConcordiaUA prepare you for your career: The program enhanced my awareness of international business, accounting, management, marketing, finance and HR management. My educational background has aided my work in various positions including the present.

What would you say to future ConcordiaUA students: By choosing to study at ConcordiaUA, you will have the opportunity to meet and interact with students and staff from across the world and to gain a truly international experience. You will be able to develop a broad technical knowledge over a wide range of business disciplines while also improving your communication and analytical skills. To achieve a degree demands hard work and considerable amounts of your own time, there are no short-cuts. However, a dedicated academic and administrative team will work tirelessly to assist you towards attaining your degree. I am sure you will establish many lifelong friendships and professional contacts during your time with ConcordiaUA.

I wish you the very best in all your future endeavors!!! And enjoy your time at ConcordiaUA!!!



Taras Hivchak, Alumnus 2012

After graduating from ConcordiaUA, I am experiencing a great inflow of skills and benefits as a young entrepreneur and a co-founder of a consulting company in Ukraine.

ConcordiaUA gave me courage, confidence and inspiration to start up different business projects, create work places for other younger graduates and work for the benefit of future mankind. Being alumni of 2012 is an honor for me, thanks to friends, professors and staff which left precious memories in my soul for the rest of my life.



Tatiana Skrygina, Alumna 2007

I am a Co-Founder and Head of the Board of the Charity Fund "BLAGOMAY".

When I look at this picture of myself from university life, I realize how much I've grown and changed, not only physically, but also mentally as a person in the last couple of years. I could say that studying in ConcordiaUA made a great influence on me.

At first, I got a big experience of working in big international companies during my several internships at ConcordiaUA. Thanks to ConcordiaUA, I know how to be just human no matter who your dad is or how much you earn, you are just a human and a professional person. Now at my best job ever, I could apply my knowledge from our lessons and internships into my charity fund. Every day I use my knowledge from OB, Human Resource, International Marketing, Business Policy classes, not only in strategic planning of some projects, but in communication with our partners, volunteers and kids from orphanages.



Yury Polgorodnyk, Alumnus 2011

I work at Daewoo International Corporation. During my Study in ConcordiaUA I had a great experience in both education and student life.

I would describe university program as quite competitive on Ukrainian education market, it provides students with ability to work in groups, enhance critical thinking and decision-making. It is worth mentioning that student empowerment in ConcordiaUA is on a higher level than in most of other educational institutions. Of course knowledge of language can be improved here as well.



University also encourages students to take part in different events of social and professional thematic. Personally I took a great pleasure from taking part at 2 economic conference. Also university staff really does help students find internship possibilities and study program on latest courses is mainly designed in such a manner that students are able to visit at least a part time job jointly with university classes.

Julia Kalinichenko, Alumna



I have been living and working in the United Arab Emirates, Dubai, for a year already. I work in the restaurant of the famous chef Gordon Ramsay (Bread Street kitchen), which is located at the hotel Atlantis the Palm. My position is restaurant assistant manager. A lot of work, a lot of stress, as it is abroad, and requirements are high. But it's a good experience with international people, different mentality. It develops very good resistance to stress.

Of course, education in Wisconsin International University (USA) Ukraine was very useful, and not only English, but also everything else)) I don't intend to stop at one place, but plan to develop further and try other countries.

Max Lukyanenko, MBA Alumnus 2016



I studied at ConcordiaUA (Wisconsin International University (USA) Ukraine) in 2007-2009, MBA program. At the beginning of my studies, I worked as a client director of the advertising agency. Just after graduation, together with my partners I launched online store dvorniki.ua. Later we launched rb.ua (the largest in Ukraine seller of sunglasses Ray-Ban) and oprava.ua (the largest, but in fact the only online store of glasses for vision).

Education in WIUU was like a breath of fresh air – something I really needed after the first education (KPI). There is a very strong belief that MBA has strongly helped and still helps to make the coolest projects in their niches in Ukraine.

Alyona Negoda, Alumna 2016



After the second course of ConcordiaUA (Wisconsin International University (USA) Ukraine) in Kiev, I exchanged to partner university – Schiller International University in Heidelberg, Germany. After the third year got an internship in the company Continental AG in Hannover (tire production) in the Procurement department. After a year of practice, I returned to Heidelberg and finished my studies, and obtained BBA degree.



Then I was offered a job again in the Continental in the same Procurement department. After working there for two years, I decided to obtain MBA and moved to Madrid, and completed MBA with Cum Laude in Schiller International University. After MBA, I got a job in the Spanish bank BBVA. I worked there for 8 years and then decided to open my own business. Now I have my medical agency Healthy Spain (www.healthy-spain.com) which is in charge of organization of health services and support for the Russian-speaking and English-speaking patients in Spain. We work with more than 100 clinics across Spain. Patients come from all over the world.

Education in WIUU was the foundation of all my success in the career, and it is due to the fact that I had chosen this university I had a chance to continue my studies abroad and find a good job.

Olga Lutsenko, Alumna 2016



Currently I live in Moscow, moved here in October 2015, as received an offer from Ernst and Young. This company is a member of so-called Big Four – major international audit companies that provide both auditing and consulting services. (Big Four: Ernst and Young, KPMG, PwC, Deloitte). I work in an audit department of the financial sector, my main and the most important customer at the moment is “Sberbank”, Russia’s largest bank by the number of assets, so in general I like everything. I have worked for almost a year already, was promoted to Analyst of the 2nd year a week ago and now I am going straight to the goal – to work a little more and transfer to our office in another country!) After graduation from ConcordiaUA (Wisconsin International University (USA) in Ukraine) I went to the UK to obtain Master’s degree, studied Finance and Accounting at Warwick Business School. Currently this school is around 5-6th in the ranking of universities in the United Kingdom, and ConcordiaUA (WIUU) really helped me to enter it, namely the language and the structure of our education. Accordingly, the study in the UK was less difficult for me because during 4 years of studies I gained a strong knowledge of finance and accounting at the University. After graduation I planned to stay in England and work there. But there was a story: I was invited to work in the London office of Ernst and Young, but encountered visa difficulties, and as a result I moved to Moscow and currently work in their Moscow office. Overall, baccalaureate gave me a very strong base, which I still use in my job. I believe that the experience of our teachers just played a major role in getting such a good foundation, because everything that I studied, I use on actual audit projects and it helps to quickly move up the career ladder!



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