

UKRAINIAN-AMERICAN  
**CONCORDIA**  
U N I V E R S I T Y

**BACHELOR PROGRAMS  
CATALOG**

2024-2025

Kyiv

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## Welcome to Ukrainian-American Concordia University!



Would you like to study business and be a part of an international community?

If your professional goal is advancing your career via a higher level degree and a better understanding of business, I invite you to consider one of the Bachelor's Degree Programs at Ukrainian-American Concordia University. With the high quality of our curriculum, faculty, students, and administration, our programs perfectly answer the needs of the working professionals.

At UACU you can study with students from all around the world, and get a prestigious FIBAA accredited degree.

I hope this Catalog will provide you with helpful information regarding UACU Bachelor's programs. Learn more about our university, and join us!

Warmest wishes,  
Oleksandr Romanovskyi, Dr., Prof.  
Rector

## Welcome to ConcordiaUA!



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

A degree earned at 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 or more foreign languages.
- 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 your 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. Chaplynska,  
Ph.D. (Economics), Assoc. Professor  
Dean of the Faculty of Management and Business,  
Head 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.

UACU offers bachelor’s degrees in business administration, 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 UACU 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, international relations and business administration for 25 years. UACU 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, L'Oreal Ukraine, METRO Cash & Carry Ukraine, Citibank Ukraine, and confidently launch their own businesses.

### **Accreditation and Licensure**

UACU was established in 1997 as Ukrainian-American Liberal Arts Institute "Wisconsin International University Ukraine". In 2017, our longterm partner Concordia University Wisconsin / Ann 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. UACU is licensed and accredited by the Ministry of Education and Science of Ukraine and the State Accrediting Board of Ukraine to offer Bachelor, Master and Ph.D. Programs on site and distantly for Ukrainian and international students, as well as In-Service Training and Preparatory Department. UACU's License is termless. Since January 25, 2018 Ukrainian-American Concordia University 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).

On July 11, 2014 the Bachelor program at the Ukrainian–American Concordia University was accredited by the Foundation for International Business Administration Accreditation (FIBAA) agency, which is strongly respected in the world of business and academic circles. 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. The fact that UACU received this accreditation is a signature of the highest quality of its program. Practical benefits that Bachelor's Degree graduates can receive are numerous, including increased opportunities in employment and continued education in Europe and USA.

UACU Bachelor of Business Administration in Management and International Business and Master of Business Administration programs are accredited and re-accredited by FIBAA.

UACU MBA Program has been accredited by FIBAA since 2012.

### **Partners abroad**

UACU 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 Britain, Canada, Germany, Turkey, USA etc. Our 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:**

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

### **Partner organizations and institutions:**

- Center “Initiative-90” (Kyiv, Ukraine)
- Chamber of Commerce and Industry (Kyiv CCI) (Kyiv, Ukraine)
- Co-Serve International (Sandy, Oregon, USA)
- Diamond FMS (Nieuwkuijk, Netherlands)
- Fulbright Program
- German-Ukrainian Society of Economics and Science (DUG WW) (Mainz, Germany)
- Higher School Academy of Sciences of Ukraine (Kyiv, Ukraine)
- Kyiv Palace of Children and Youth

- OVB Holding AG (Cologne, Germany)
- Pearson Education (Longman)
- Precedent Academics (Indianapolis, Indiana, USA)
- Public organization «Association of Towns of Ukraine»
- SocialBoost (Kyiv, Ukraine)
- The Council for Higher Education Accreditation / International Quality Group (CHEA/CIQG) (Washington, D.C., USA)
- Ukrainian Chamber of Commerce and Industry (UCCI) (Kyiv, Ukraine)
- Union of Entrepreneurs of Small, Medium and Privatized Enterprises of Ukraine (Kyiv, Ukraine)
- US Peace Corps in Ukraine

### Countries Represented at UACU

Students from more than 40 countries have attended UACU: 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 etc.



## UACU BACHELOR'S PROGRAMS

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

- **Bachelor of International Economic Relations Program**

The undergraduate educational program “International Economic Relations” provides a fundamental economic background and combines it with knowledge of management, business administration, social and political science. The program exposes students to international economic processes in a global context, thus preparing them for successful careers in a challenging multinational business environment.

The Program is delivered entirely in English. Among the internationally focused courses you will find International Economic Relations, Principles of Diplomacy and Diplomatic Work, World Economics, International Management, Global Marketing Strategies, European Law, etc.

- **Bachelor of International Business Program**

With a growing world economy, more businesses are working globally. In today’s business world, companies value employees who are cross-culturally aware and are ready to work toward the achievement of the organization’s international goals. An international business degree prepares students for a range of administrative positions in multinational companies, involving risk/opportunities evaluation and analysis, understanding of international politics and global trade regulations, cultural sensitivity, and intercultural communication skills.

The undergraduate educational program “International Business” integrates international dimension throughout the whole curriculum, which enables students to become successful employees and leaders of multinational companies, and prepares them for an international career. 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. Among the internationally focused courses you will find International Economic Relations, World Economics, International Business, Area Studies, Business English, Second Foreign Language, Principles of Diplomacy and Diplomatic Work, etc.

- **Bachelor of Business Administration in Management and International Business Program**

The undergraduate educational program “Business Administration in Management and International Business” is designed to prepare students for a successful international career. Preparation of bachelors in Business Administration in Management and International Business is a business education that aims to provide students with high leadership skills and abilities, which will allow them to occupy leading positions in various types of organizations and commercial structures. To achieve this goal, a program accredited by the international agency FIBAA was developed.

The required courses in general education 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 and improve oral and written language skills in English. Also, students complete the cycle of core required courses that help them gain knowledge in the field of business organization, introduce basic concepts regarding management and organization and provide a general overview of decision-

making strategies. The qualitative and quantitative nature of this common core enables students to develop their critical and analytical skills.

Students learn to master the professional terminology of the English language and management methods, and determine what should be the behavior and style of business relations with partners. Students also learn a second foreign language. Among the business-focused courses you will find Business Ethics, Operational Management, Strategic Management, Organizational Behavior, Human Resource Management, Statistics, Business Policy, Business English etc.

- **Bachelor of Management Program**

The classical undergraduate educational program “Management” 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.

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, Business Policy, Managerial Accounting, Money and Banking, Marketing, Business English, etc.

- **Bachelor of IT-Management Program**

The undergraduate educational program “Information Technology Management” aims to blend management skills with a solid understanding of information technology systems. In today’s world, information technology is the backbone of any organization. Every business and industry needs specialists who can monitor and administer their information technology systems (an organization’s hardware, software and networks), financial transactions, data storage, and communications, if they want to stay current and successful.

As occupations in IT have been experiencing fast job growth over the past years, a bachelor’s degree in IT management will be ideal for students seeking entry-level positions in this field. The program combines specialized courses in information technology and business management, teaching students how to use computer systems and software to manage information.

The students receive solid fundamentals along with the tools which can be immediately applied in a current IT business setting in Ukraine and abroad. Among the IT focused courses you will find Operational Management, Strategic Management, Analysis and Design of Information Systems, Database Management Systems, Modeling and Forecasting of the Economy, Statistics, Information Assurance and Systems Security, etc.

## **Curriculum of Bachelor Programs**

### **General overview**

Business education at UACU prepares students to assume effective and responsible leadership roles in organizations and business. The curriculum has been designed to meet this goal.

The liberal arts classes (General Education Courses) 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 Core Curriculum provides students with an introduction to the functional areas of an organization, basic managerial and organizational concepts, international economic relations and business, and an overall view of policy making. The qualitative and quantitative nature of the core curriculum enables students to develop their critical and analytical skills.

The curriculum provides students with 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 240 ECTS credits (approximately 40 courses). Completion of the intermediate level of at least one foreign language (except English) is required.

There are required and elective courses within General Education and Core Courses.

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 successful students to a Bachelor Diploma.

Following are sample curriculums of the Bachelor's Programs (a unit/course equals to 6 ECTS credits or 3 US credits)

<b>Bachelor of International Economic Relations Program</b>	
<b>General Education Courses</b>	<b>Core Courses</b>
<ul style="list-style-type: none"> <li>• Business Ukrainian (6 ECTS Credits)</li> <li>• English Composition I (6 ECTS Credits)</li> <li>• English Composition II (6 ECTS Credits)</li> <li>• Psychology (6 ECTS Credits)</li> <li>• Interpersonal Communication (6 ECTS Credits)</li> <li>• Mathematics for Economics (6 ECTS Credits)</li> <li>• Computer Science (6 ECTS Credits)</li> </ul> <p>+ 5 Elective General Education Courses from the Catalogue (6 ECTS Credits / course)  <a href="https://www.concordia.edu.ua/electives/">https://www.concordia.edu.ua/electives/</a></p>	<ul style="list-style-type: none"> <li>• Principles of Management (6 ECTS Credits)</li> <li>• International Economic Relations (6 ECTS Credits)</li> <li>• Introduction to Business (6 ECTS Credits)</li> <li>• International Business (6 ECTS Credits)</li> <li>• Microeconomics (6 ECTS Credits)</li> <li>• Macroeconomics (6 ECTS Credits)</li> <li>• Area Studies (6 ECTS Credits)</li> <li>• Statistics (6 ECTS Credits)</li> <li>• IT Applications (6 ECTS Credits)</li> <li>• Organizational Behavior (6 ECTS Credits)</li> <li>• Human Resource Management (6 ECTS Credits)</li> <li>• Business Policy (6 ECTS Credits)</li> <li>• Business Law (6 ECTS Credits)</li> <li>• Principles of Marketing (6 ECTS Credits)</li> <li>• European Integration (6 ECTS Credits)</li> <li>• International Investments (6 ECTS Credits)</li> <li>• International Management (6 ECTS Credits)</li> <li>• European Law (6 ECTS Credits)</li> <li>• Global Marketing Strategies (6 ECTS Credits)</li> <li>• Course Paper in Economics (3 ECTS Credits)</li> <li>• Educational Internship “Introduction to Profession” (3 ECTS Credits)</li> <li>• Internship (6 ECTS Credits)</li> </ul> <p>+ 6 Elective Core Courses from the Catalogue (6 ECTS Credits / course)  <a href="https://www.concordia.edu.ua/electives/">https://www.concordia.edu.ua/electives/</a></p>
<p>+ <b>Bachelor's Qualification Work</b> (6 ECTS Credits)</p>	
<ul style="list-style-type: none"> <li>• Physical Training - Non-credit</li> </ul>	

<b>Bachelor of International Business Program</b>	
<b>General Education Courses</b>	<b>Core Courses</b>
<ul style="list-style-type: none"> <li>• Business Ukrainian (6 ECTS Credits)</li> <li>• English Composition I (6 ECTS Credits)</li> <li>• English Composition II (6 ECTS Credits)</li> <li>• Psychology (6 ECTS Credits)</li> <li>• Interpersonal Communication (6 ECTS Credits)</li> <li>• Mathematics for Economics (6 ECTS Credits)</li> <li>• Computer Science (6 ECTS Credits)</li> </ul> <p>+ 5 Elective General Education Courses from the Catalogue (6 ECTS Credits / course)  <a href="https://www.concordia.edu.ua/electives/">https://www.concordia.edu.ua/electives/</a></p>	<ul style="list-style-type: none"> <li>• Principles of Management (6 ECTS Credits)</li> <li>• International Economic Relations (6 ECTS Credits)</li> <li>• Introduction to Business (6 ECTS Credits)</li> <li>• International Business (6 ECTS Credits)</li> <li>• Microeconomics (6 ECTS Credits)</li> <li>• Macroeconomics (6 ECTS Credits)</li> <li>• Area Studies (6 ECTS Credits)</li> <li>• Business Statistics (6 ECTS Credits)</li> <li>• IT Applications (6 ECTS Credits)</li> <li>• Organizational Behavior (6 ECTS Credits)</li> <li>• Human Resource Management (6 ECTS Credits)</li> <li>• Business Policy (6 ECTS Credits)</li> <li>• Business Law (6 ECTS Credits)</li> <li>• Principles of Accounting (6 ECTS Credits)</li> <li>• Managerial Accounting (6 ECTS Credits)</li> <li>• Principles of Finance (6 ECTS Credits)</li> <li>• Business Finance (6 ECTS Credits)</li> <li>• Principles of Marketing (6 ECTS Credits)</li> <li>• Money and Banking (6 ECTS Credits)</li> <li>• Course Paper in Economics (3 ECTS Credits)</li> <li>• Educational Internship “Introduction to Profession” (3 ECTS Credits)</li> <li>• Internship (6 ECTS Credits)</li> </ul> <p>+ 6 Elective Core Courses from the Catalogue (6 ECTS Credits / course)  <a href="https://www.concordia.edu.ua/electives/">https://www.concordia.edu.ua/electives/</a></p>
<b>+ Bachelor’s Qualification Work (6 ECTS Credits)</b>	
Physical Training - Non-credit	

<b>Bachelor of Business Administration in Management and International Business Program</b>	
<b>General Education Courses</b>	<b>Core Courses</b>
<ul style="list-style-type: none"> <li>• Business Ukrainian (6 ECTS Credits)</li> <li>• English Composition I (6 ECTS Credits)</li> <li>• English Composition II (6 ECTS Credits)</li> <li>• Psychology (6 ECTS Credits)</li> <li>• Interpersonal Communication (6 ECTS Credits)</li> <li>• Mathematics for Economics (6 ECTS Credits)</li> <li>• Computer Science (6 ECTS Credits)</li> <li>• Business English I (6 ECTS Credits)</li> <li>• Business English II (6 ECTS Credits)</li> <li>• Business Ethics (6 ECTS Credits)</li> </ul> <p>+ 5 Elective General Education Courses from the Catalogue  <a href="https://www.concordia.edu.ua/electives/">https://www.concordia.edu.ua/electives/</a></p>	<ul style="list-style-type: none"> <li>• Principles of Management (6 ECTS Credits)</li> <li>• International Economic Relations (6 ECTS Credits)</li> <li>• Introduction to Business (6 ECTS Credits)</li> <li>• International Business (6 ECTS Credits)</li> <li>• Microeconomics (6 ECTS Credits)</li> <li>• Macroeconomics (6 ECTS Credits)</li> <li>• Statistics (6 ECTS Credits)</li> <li>• IT Applications (6 ECTS Credits)</li> <li>• Organizational Behavior (6 ECTS Credits)</li> <li>• Human Resource Management (6 ECTS Credits)</li> <li>• Business Policy (6 ECTS Credits)</li> <li>• Business Law (6 ECTS Credits)</li> <li>• Principles of Accounting (6 ECTS Credits)</li> <li>• Managerial Accounting (6 ECTS Credits)</li> <li>• Principles of Finance (6 ECTS Credits)</li> <li>• Business Finance (6 ECTS Credits)</li> <li>• Principles of Marketing (6 ECTS Credits)</li> <li>• Course Paper in Economics (3 ECTS Credits)</li> <li>• Internship (3 ECTS Credits)</li> </ul> <p>+ 6 Elective Core Courses from the Catalogue  <a href="https://www.concordia.edu.ua/electives/">https://www.concordia.edu.ua/electives/</a></p>
<b>+ Bachelor's Qualification Work (6 ECTS Credits)</b>	
Physical Training - Non-credit	

<b>Bachelor of Management Program</b>	
<b>General Education Courses</b>	<b>Core Courses</b>
<ul style="list-style-type: none"> <li>• Business Ukrainian (6 ECTS Credits)</li> <li>• English Composition I (6 ECTS Credits)</li> <li>• English Composition II (6 ECTS Credits)</li> <li>• Psychology (6 ECTS Credits) (6 ECTS Credits)</li> <li>• Interpersonal Communication (6 ECTS Credits)</li> <li>• Mathematics for Economics (6 ECTS Credits)</li> <li>• Computer Science (6 ECTS Credits)</li> </ul> <p>+ 5 Elective General Education Courses from the Catalogue  <a href="https://www.concordia.edu.ua/electives/">https://www.concordia.edu.ua/electives/</a></p>	<ul style="list-style-type: none"> <li>• Principles of Management (6 ECTS Credits)</li> <li>• Operational Management (6 ECTS Credits)</li> <li>• Strategic Management (6 ECTS Credits)</li> <li>• International Economic Relations (6 ECTS Credits)</li> <li>• Microeconomics (6 ECTS Credits)</li> <li>• Macroeconomics (6 ECTS Credits)</li> <li>• World Economics (6 ECTS Credits)</li> <li>• Business Statistics (6 ECTS Credits)</li> <li>• IT Applications (6 ECTS Credits)</li> <li>• Organizational Behavior (6 ECTS Credits)</li> <li>• Human Resource Management (6 ECTS Credits)</li> <li>• Business Policy (6 ECTS Credits)</li> <li>• Business Law (6 ECTS Credits)</li> <li>• Principles of Accounting (6 ECTS Credits)</li> <li>• Managerial Accounting (6 ECTS Credits)</li> <li>• Money and Banking (6 ECTS Credits)</li> <li>• Principles of Finance (6 ECTS Credits)</li> <li>• Business Finance (6 ECTS Credits)</li> <li>• Principles of Marketing (6 ECTS Credits)</li> <li>• Course Paper in Economics (3 ECTS Credits)</li> <li>• Educational Internship “Introduction to Profession” (3 ECTS Credits)</li> <li>• Internship (6 ECTS Credits)</li> </ul> <p>+ 6 Elective Core Courses from the Catalogue  <a href="https://www.concordia.edu.ua/electives/">https://www.concordia.edu.ua/electives/</a></p>
+ <b>Bachelor’s Qualification Work</b> (6 ECTS Credits)	
Physical Training - Non-credit	

<b>Bachelor of IT-Management Program</b>	
<b>General Education Courses</b>	<b>Core Courses</b>
<ul style="list-style-type: none"> <li>• Business Ukrainian (6 ECTS Credits)</li> <li>• English Composition I (6 ECTS Credits)</li> <li>• English Composition II (6 ECTS Credits)</li> <li>• Psychology (6 ECTS Credits)</li> <li>• Interpersonal Communication (6 ECTS Credits)</li> <li>• Mathematics for Economics (6 ECTS Credits)</li> <li>• Computer Science (6 ECTS Credits)</li> </ul> <p>+ 5 Elective General Education Courses from the Catalogue  <a href="https://www.concordia.edu.ua/electives/">https://www.concordia.edu.ua/electives/</a></p>	<ul style="list-style-type: none"> <li>• Principles of Management (6 ECTS Credits)</li> <li>• Operational Management (6 ECTS Credits)</li> <li>• Strategic Management (6 ECTS Credits)</li> <li>• International Economic Relations (6 ECTS Credits)</li> <li>• Microeconomics (6 ECTS Credits)</li> <li>• Macroeconomics (6 ECTS Credits)</li> <li>• World Economics (6 ECTS Credits)</li> <li>• Statistics (6 ECTS Credits)</li> <li>• IT Applications (6 ECTS Credits)</li> <li>• Organizational Behavior (6 ECTS Credits)</li> <li>• Human Resource Management (6 ECTS Credits)</li> <li>• Business Policy (6 ECTS Credits)</li> <li>• Business Law (6 ECTS Credits)</li> <li>• Principles of Marketing (6 ECTS Credits)</li> <li>• Introduction to Programming (6 ECTS Credits)</li> <li>• Analysis and Design of Information Systems (6 ECTS Credits)</li> <li>• Information Assurance and Systems Security (6 ECTS Credits)</li> <li>• Database Management Systems (6 ECTS Credits)</li> <li>• Modeling and Forecasting of the Economy (6 ECTS Credits)</li> <li>• Course Paper in Economics (3 ECTS Credits)</li> <li>• Educational Internship “Introduction to Profession” (3 ECTS Credits)</li> <li>• Internship (6 ECTS Credits)</li> </ul> <p>+ 6 Elective Core Courses from the Catalogue  <a href="https://www.concordia.edu.ua/electives/">https://www.concordia.edu.ua/electives/</a></p>
<b>+ Bachelor’s Qualification Work (6 ECTS Credits)</b>	
Physical Training - Non-credit	

## Bachelor Programs Courses Description

### American Culture

**Prerequisites:** none

The main objective of this course is to learn about American culture through main events of U.S. history, society, politics and literature and practice your conversation and reading skills. The student will gain an understanding of the broad sweep of United States' history, and to get insight into the current state of affairs. The class includes lectures and discussions, and uses videos, music, maps, photos and assignments.

### Area Studies

**Prerequisites:** none

The concept of the course is aimed at acquainting students with the research of discrete regions. The topic of regional geography is revealed in terms of political, social and economic development, with an emphasis on their impact on international affairs. The focus is on the cultural, economic, environmental and political features of the world regions from a geographical point of view. The main sub-topics include population, political and economic systems, development, globalization, conflict zones, environmental issues and current events. Each region is analyzed as a part of large world community with a special focus on current issues and trends. The course engages students in an analysis of the major geographic regions of the modern world, connections and barriers, demographic models, economic assets and liabilities, and the human potential and perspectives of each region with an emphasis on comparison.

### Analysis and Design of Information Systems

**Prerequisites:** IT Applications, Statistics, Database Management Systems

Overview of existing information systems, their structure and design principles for economic tasks

Discipline includes:

- History of information systems development;
- Classification and scope of information economic systems;
- Examples of information economic systems used in management, banking and finance, accounting, economics;
- Structure of information economic systems;
- Business processes and their place in IT project;
- Principles of designing economic information systems.

### 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.

### Business English II

**Prerequisites:** 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.

### **Business Ethics**

**Prerequisites:** none

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.

### **Business Finance**

**Prerequisites:** 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.

### **Business Law**

**Prerequisites:** none

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.

### **Business Policy**

**Prerequisites:** Principles of Management, Principles of Marketing, International Economic Relations

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.

### **Business Statistics**

**Prerequisites:** Mathematics for Economics

Statistics is the art of using data to make wise decisions in the face of uncertainty. Descriptive statistics is the art of summarizing data. Topics include: histograms, the average, the standard deviation, the normal curve, correlation. Much statistical reasoning depends on the theory of probability. Topics include: expected value, standard error, probability distributions, convergence to the normal curve. Statistical inference is the art of making valid generalizations from samples. Topics include: estimation, tests of statistical significance.

The course discusses the basic concepts of data analysis and statistical computing. Topics covered include basic descriptive measures, measures of association, probability theory, confidence intervals, and hypothesis testing. The main objective is to teach students how to think critically about data—how they were collected and analyzed—and their uses in different statistical analyses, to prepare students for future courses having quantitative components.

### **Business Ukrainian**

**Prerequisites:** none

The course introduces Ukrainian 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.

## **Computer Science**

**Prerequisites:** none

Computer science is the study of processes that interact with data and that can be represented as data in the form of programs. It enables the use of algorithms to manipulate, store, and communicate digital information. A computer scientist studies the theory of computation and the practice of designing software systems. Its fields can be divided into theoretical and practical disciplines. Computational complexity theory is highly abstract, while computer graphics emphasizes real-world applications. Programming language theory considers approaches to the description of computational processes, while computer programming itself involves the use of programming languages and complex systems. Human–computer interaction considers the challenges in making computers useful, usable, and accessible.

## **Course Paper in Economics**

The course work on the discipline of Economics is an important tool of students' logic and new economic thinking formation, and the first step towards mastering their specialty. Coursework deepens and systemizes students' scientific knowledge of economic theory, provides students with the opportunity to gain experience of independent analysis of the real economic processes, to pursue a topic in great depth, to learn more about it, and be a kind of expert. The students prepare the paper as independent scholars: they analyze resources, identify the problems they're trying to solve or address, and then write and present the paper. In this sense the course work in Economics is a valid theoretical basis for further learning.

## **Database Management Systems**

**Prerequisites:** Introduction to Programming

General principles of database design, development and administration. The discipline deals with the following topics:

- A historical excursion for the development of computer storage technologies;
- Database management systems, classification and applications;
- MS Access data management system. Basic principles of application, design and administration;
- MS SQL language;
- Security and protection of information in databases;
- Modern data processing technologies: Big Data, Data Mining.

## **Econometrics**

**Prerequisites:** Statistics (Business Statistics)

Econometrics is a science that studies the quantitative and qualitative economic relationships using mathematical and statistical methods and models. Econometrics is provided for economics tools, as well as a methodology for evaluating the parameters of models for microeconomics and macroeconomics. In addition, econometrics is actively victorious in predicting economic processes in terms of economy as a whole, as well as in economic conditions. Econometrics is a part of economic theory, the order of macro and micro economics.

## **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.

## **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.

## **European Integration**

**Prerequisites:** none

The course describes the stages of the European Union creation, the main steps in European integration. Determinates of the EU founding and current trends are considered. During the study various aspects of the integration process are explored: economic integration, industrial, legal, social, Schengen, Eurozone, etc.

It also examines the current state of development of the EU economy and financial sectors a whole, as well as of individual EU members. Particular attention is paid to the criteria applied to the countries applying for the EU membership.

## **European Law**

**Prerequisites:** none

The European Union affects our daily lives. National governments implement regulations and laws which have been made at the EU level. The EU removes barriers between Member States, and we all profit from the freedom of movement of people and services in the EU. However, it is not always clear how these decisions are made, what policies are in place or the consequences these have for citizens and the EU as a whole.

This course provides useful details about EU, economic facts, policies and insights main aspects of law for students who would like to know more about EU. This course will be dedicated on various EU policies, from financial topics to justice issues to foreign policy.

## **Financial Accounting**

**Prerequisites:** none

The purpose of this course is to develop skills needed to assess the financial condition of the enterprise and its operations, investments and financial activities, while understanding the accounting processes. The course will provide students with the necessary basis for understanding the concepts, parameters underlying financial reporting, and the mechanics of moving from business accounting to the preparation of basic financial statements: balance sheet, income statement and cash flow statement. The course covers a wide range of topics for valuation and reporting on assets, liabilities and equity. The course also includes interactive discussions of business cases based on the analysis of the actual financial statements of companies.

## **Foreign Language (Second) I**

**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 (Second) II**

**Prerequisites:** Foreign Language 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.

### **Global Marketing Strategies**

**Prerequisites:** Principles of Marketing

This course is to provide students with the understanding of Global Marketing Strategies (GMS). Marketing Strategy is a set of tools and techniques that help to learn the customers, its pains, habits, channels of communication and convert potential leads to loyal customers taking them through the customer journey. Global Marketing Strategies help to make the brand well known globally.

### **Green Economics**

**Prerequisites:** Macroeconomics, Microeconomics

The concept of the course is aimed to introduce a green economy to students, as a new approach of sustainable development and to show increasing international attention due to the fact that countries explore new patterns of development that take into account economic, social and environmental sustainability considerations. This course will explore greening the economy on four levels – individual, business, city, and nation. We will look at the relationships among these levels and give many practical examples of the complexities and solutions across the levels. In addition, we will investigate the impact of green economy benefits on economic and social areas that boost/facilitate states to transition to a green economy.

### **Human Resource Management**

**Prerequisites:** Organizational Behavior

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.

### **Information Assurance and Systems Security**

**Prerequisites:** Mathematics for Economics, Introduction to Programming

An overview of current methods and approaches to ensure the integrity of information in economic systems. Discipline includes:

- The basics of information security and cybersecurity;
- Review of potential threats and malware;
- Classification of information security systems;
- Protect information on your PC;

- Cybersecurity for computer networks
- Protection against social engineering and phishing technologies;
- Features of information protection in economic systems.

### **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.

### **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.

### **International Investments**

**Prerequisites:** Microeconomics, Macroeconomics

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 follow 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.

### **International Management**

**Prerequisites:** Principles of Management

The aim of the discipline “International Management” is the formation of students’ theoretical and practical knowledge of the coherent and logical-consistent system of knowledge about the essence of international management and organization, to reveal the fundamentals of theory, methodology and management practices under the conditions of the market mechanism of international management. The 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 international business. Major topics include strategic, operational, behavioral, cultural, socio-ethical issues, and functional aspects of management in international settings. Concepts covered include the management of strategic planning, operations, communications (external/internal), international management of risk, negotiations, and socio-ethical issues facing modern institutions. Students will be exposed to the tools and methodology of management used in the international environment –techniques that will be further developed in other management courses and consequent employment.

## **Internship**

This part is designed for creating connection between theoretical, methodological and practical parts of the studying. The idea is to give the opportunity to the students apply their knowledges in precise practical sphere and share their achievement and doubts with the supervisor and other students during the public presentation of the results.

Also, it gives the opportunity to build up the connection between the university and employees and improve the courses through adaptation to the requirements of the markets.

## **Interpersonal Communications**

**Prerequisites:** English Composition 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.

## **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 Profession**

**Prerequisites:** none

The goal of the course is to acquire the abilities and understandings to design and critically assess business, international companies. The attention will be drawn to practical foundations and abilities of different companies. The course introduces students to the basic tools of business development and the principles necessary to widespread economic, marketing relationships, management, business behavior, and consumer choice, show productive reality of the companies.

## **Introduction to Programming**

**Prerequisites:** Computer Science

Overview of computer software development technologies. The discipline deals with the following topics:

- History of programming languages development;
- Classification of programming languages and the range of applications that may be associated with them;
- Fundamentals of algorithmization;
- Technologies of modern programming;
- The basic structural elements of modern software such as C++ and Python programming languages;
- Programming practice (object-oriented and visual programming).

## **IT Applications**

**Prerequisites:** Computer Science

IT Applications is the study about IT applications for business and management. IT Applications studies the theory of computation and the practice of designing software systems. IT local business-functional applications embedded in business processes, activities, products and/or services. Research and development work in the IT area performed to create a situation-specific bridge between new or existing IT hardware and software

technologies and the information needs/wants of a customer. The combination of proper hardware, software, and tailored application delivers a well-rounded IT solution for the customer's problem.

### **IT Applications in Business**

**Prerequisites:** Computer Science

IT Applications studies the theory of computation and the practice of designing software systems emphasizing the application in the field of international business, in particular, business projects and startups. IT business-functional applications embedded in business processes, activities, products and/or services. Research and development work in the IT area performed to create a situation-specific bridge between new or existing IT hardware and software technologies and the information needs/wants of a customer. The combination of proper hardware, software, and tailored application delivers a well-rounded IT solution for the customer's problem.

### **Leadership**

**Prerequisites:** none

The primary purpose of this course is to prepare students to become effective leaders. The orientation of the course is leadership in business management, human resources management, and financial staff management. Based upon theory and practical application, the emphasis of the course features the role of leaders who practice core values, build strong teams, develop people, foster motivation, nurture vision, improve performance, and produce future leaders. The learning methodology is action and reflection.

### **Macroeconomics**

**Prerequisites:** none

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.

### **Managerial Accounting**

**Prerequisites:** Principles of Accounting

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 follow 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.

### **Mathematics for Economics**

**Prerequisites:** none

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

## **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.

## **Modeling and Forecasting of the Economy**

**Prerequisites:** Statistics (Business Statistics), Computer Science, Microeconomics, Macroeconomics

The most widespread in the construction of development forecasts in the practice of commercial activity are economic and statistical models that describe the dependence of the economic indicator under study on one or several factors that have a significant impact on it.

Regularities in economics can be expressed in the form of mathematical models of connections and dependencies of economic indicators. Such dependencies and models are obtained only by processing real statistical data, taking into account internal communication mechanisms and random factors. The availability and quality of information support, the real possibilities of collecting and processing primary information largely determine both the scope of practical application of statistical modeling in economics and the choice of various types of applied models.

## **Money and Banking**

**Prerequisites:** Microeconomics, Macroeconomics

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.

## **Operational Management**

**Prerequisites:** Principles of Management, Statistics (Business Statistics)

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.

## **Organizational Behavior**

**Prerequisites:** none

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.

## **Philosophy**

**Prerequisites:** none

The goal of this course is to present philosophy to newcomers as a living discipline with historical roots. While a few early lectures are historically organized, my goal is to trace a developmental progression of thought that introduces

basic philosophical methods and frames issues that remain relevant today. Later lectures are topically organized. These include philosophy of science and philosophy of mind, areas where philosophy has shown dramatic recent progress. This course concludes with four lectures on ethics, broadly construed. I cover traditional theories of right action in the third of these. Students are first invited first to think about what is good for themselves and their relationships in a lecture of love and happiness. Next a few meta-ethical issues are considered; namely, whether they are moral truths and if so what makes them so. The end of the ethics sequence addresses social justice, what it is for one's community to be good. Our sphere of concern expands progressively through these chapters. Our inquiry recapitulates the course of development into moral maturity. Over the course of the text I've tried to outline the continuity of thought that leads from the historical roots of philosophy to a few of the diverse areas of inquiry that continue to make significant contributions to our understanding of ourselves and the world we live in.

### **Principles of Accounting**

**Prerequisites:** none

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.

### **Principles of Diplomacy**

**Prerequisites:** none

This course aims to provide students with basic knowledge of diplomatic and consular law, as well as professional and personal skills and competencies necessary to effectively perform the functions of a specialist in international relations and business in various situations when working in international companies, science and education, including the use of knowledge gained in the performance of official duties abroad. In particular, we will try to address issues from thorough theoretical and practical knowledge for diplomatic and consular work, as well as to apply this knowledge in cooperation with international business; analysis the role of diplomatic relations in creating a positive internal and external image of Ukraine as a whole and at an individual enterprise.

### **Principles of Entrepreneurship**

**Prerequisites:** none

This course provides instruction in the basic principles of entrepreneurship including the role of the entrepreneur, entrepreneurship as a career, ethics in business, and the principles of marketing, financing, and managing a business. There is no occupational completion point after the completion of this course. Entrepreneurship is commonly regarded as the pursuit of opportunity beyond the resources apparently to hand. With this maxim in mind, we explore the theory and practice of starting then growing new ventures, where opportunities exist but the pathways to unleash promising outcomes are uncertain. Knowledge and skill development is built by identifying and developing a new business idea within the class, through adaptive execution to generate information by building and testing business hypotheses so to navigate uncertainties. These skills are then used to analyze conditions across various entrepreneurial firms. Topics include the process of entrepreneurial logic, designing business models for value capture and delivery, framing competitive strategy, determining assumptions-based finance needs, understanding different innovation types and managing growth to build stronger ventures.

### **Principles of Finance**

**Prerequisites:** Financial Accounting (Managerial Accounting)

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.

### **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.

### **Principles of Marketing**

**Prerequisites:** none

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.

### **PR Management**

**Prerequisites:** none

A course is focused on the analysis of public relations campaigns, solving/preventing problems, utilizing PR strategy. A particular emphasis is placed on PR as a management function for connections between an organization and its key stakeholders. There will be minimal lecturing in this course: through case studies and other mechanisms, students will examine key principles in PR practice specializations, including media relations, employee relations, community relations, government relations, consumer relations, and crisis communications, etc. The students will write press releases, address internal and external audiences, and study the basic principles of effective guidance of public opinion with integrity. The course incorporates use of pertinent media tools and role-playing presentations among other approaches to effective instruction.

### **Project Management**

**Prerequisites:** Principles of Management

This course provides a systematic and thorough introduction to all aspects of project management, underlining the importance of understanding the relation between projects and the strategic goals of the organization. The course provides an overview of the five project management process groups, including initiating, planning, executing, controlling and monitoring, and closing. It also discusses the technical, cultural, and interpersonal skills necessary to successfully manage projects from start to finish. The course emphasizes that project management is a professional discipline with its own body of knowledge and tools – used during their entire life cycle, from scoping the project until its closure. Concepts will be reinforced by case studies covering a variety of project types and industries.

### **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.

## **Public Administration**

**Prerequisites:** none

The course will provide an overview of the basics of Ukrainian public administration with comparative analysis and will be focused on modern government relations between local, regional and state levels. This course is an opportunity for students to familiarize with the basic principles, concerns, and methods of public administration. Also, comparative analysis with the USA, Germany and France public authority structures will give a basic overview of modern state structures and public administration in the World. Also, students will learn the basics of government internal relations and public services.

## **Public Speaking**

**Prerequisites:** none

This skills-based course is meant to help students become a better public speaker through theory and, more importantly, practice. Students will learn concepts and models of communication, how to lessen speaker anxiety, how to adapt a speech for different occasions and audiences, how to effectively support own ideas, how to select and organize materials in preparation for a speech, and how to utilize multimedia tools in presentations, among other skills. Progress in this area will be assessed with the following graded assignments: written outline assignments, presentations, communication assessments, embedded test questions, etc. This course should be relevant in academic, business, and social settings.

## **Sociology**

**Prerequisites:** none

This course provides an applied sociological analysis of the major trends shaping current and future business worldwide. The course will examine these issues in light of demographic effects, ethical concerns, technological innovation, the role of producers and consumers, and the changing role of government. We will use “applied sociology” in achieving a firm understanding of the social structures and processes involved in business and management systems. Topics also include institutions and social structures, group interactions, group think, and a host of other ideas directly relevant to business.

## **Statistics**

**Prerequisites:** Mathematics for Economics

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.

## **Strategic Management**

**Prerequisites:** Principles of Management

This course is to provide students with the understanding of strategic management through practical and theoretical work. Specific focus on: strategic management features; value of professional strategic management; aspect of strategic success; understanding methods of strategic analysis; understanding strategic potential of organization and formation of its competitive advantages.

Upon successful completion of this course, students will be able to use knowledge of the strategic management in enterprise, principles and methods of strategic management; to identify needs in changes of strategy oriented organization, initiate them and construct a target state system; to use tools and methods of strategic analysis; to use skills of communication in different functional areas of businesses that need change in strategic management.

## **Sustainability Management**

**Prerequisites:** Principles of Management, Macroeconomics, Microeconomics

Sustainability management – a course focused on contemporary approaches to managerial activities and governance principles that built on sustainability basis; gives the idea of rethinking issues and problems as well as of using tools, ideas, and theories in a new way; create new managers which focus not on implementing sustainable development principles but make them as a basis for management.

## **Ukrainian Foreign Language I (for International Students)**

**Prerequisites:** none

Ukrainian Foreign Language I is the first step on your way to speak Ukrainian. This course is an elementary practical course for English-speaking persons. The course can serve as an introduction to a deeper and fundamental study of the Ukrainian language, it promotes acquiring the habits of reading, oral speech and, writing in the sphere of everyday communication. Our classes will acquaint the student with the Ukrainian alphabet, phonetic system, articulation of the sounds, peculiarities of stress and intonation. They also contain the main grammar patterns designed to develop everyday speech and serve as the basic for more extensive study of the Ukrainian language.

## **World Economics**

**Prerequisites:** Microeconomics, Macroeconomics

This course is a study of economic development in the Third World nations. 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. †

## **Non-credit**

### **Physical Training**

**Prerequisites:** none

This course is designed to give students the opportunity to learn fitness concepts and conditioning techniques used for obtaining optimal physical fitness. Students will benefit from comprehensive weight training and cardiorespiratory endurance activities. Students will learn the basic fundamentals of strength training, aerobic training, and overall fitness training and conditioning. Course includes both lecture and activity sessions. Students will be empowered to make wise choices, meet challenges, and develop positive behaviors in fitness, wellness, and movement activity for a lifetime

## Our Instructors

Instructors of the Bachelor's Degree Programs 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:



### **Arutiun V. Amalian**

*Ph.D. in Economics, Associate Professor of the Department of International Economic Relations, Business & Management.*

Arutiun Amalian graduated from Kyiv National University of Trade and Economics majoring in Economics and Audit.

He obtained a Ph.D. in Economics – major 08.00.09 – “Accounting for the sale of goods with discounts and bonuses”.

He has considerable experience in senior positions in the banking sector of Ukraine.



### **Nataliia D. Amalian**

*Ph.D. in Economics, Associate Professor.*

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

Courses taught: Principles of Management, Business Finances, Finance, Banking System & Financial Institutions.

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 & 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.



**Halyna A. Bevzo**

***Ph.D. in Philology.***

***Associate Professor at the Department of General Studies, Head of the Department of General Studies, Head of the Preparatory Department.***

Courses taught: Ukrainian as a Foreign Language, Business Ukrainian as a Foreign Language.

Graduated with an Honors Diploma in Philology (master's degree) from the National Pedagogical Dragomanov University in 2012.

Successfully completed a postgraduate course (2012–2015) at the National Pedagogical Dragomanov University.

Defended her dissertation titled “Sources of origin of ecological terminology in the English and Ukrainian languages” and obtained a Ph.D. (Candidate's Degree) in Philology in 2018.



**Olena I. Bielova**

***Ph.D. in Economics, Associate Professor.***

***Associate Professor at the Department of Economic Relations, Business & Management.***

Courses taught: Operational Management, Strategic Management, Project Management.

Completed her studies (1999–2004) in the Kyiv National University of Trade and Economics and graduated (2004) with an Honors Diploma and a master's degree in Management of Foreign Economic Activity.

In 2004, started her career at the Department of Management of the Kyiv National University of Trade and Economics, first as Assistant Professor, and later on, Senior Lecturer. Since 2014, involved in the Ukrainian-Dutch double-degree program in Business Administration offered by “KROK” University. Teaches Information Management, Quality Management, Change Management, Event Management. Since 2015, has been employed as Associate Professor at the Department of Business Administration and Project Management of “KROK” University; currently is Deputy Chair of the Department.

In 2016, having defended her Ph.D. thesis (dissertation) “Motivational mechanism of strategic enterprise management” at Kyiv National Economic University n.a. Vadym Hetman, was awarded a Ph.D. (Candidate's Degree) in Economics (major 08.00.04 “Economics and enterprise management”). Since 2017, has been involved with the All-Ukrainian Training Centre for Civil Servants and Local Government Officials.

Has been Associate Professor at the Department of Management of Foreign Economic Activity & International Business of the Ukrainian-American Concordia University (UACU) since 2018.

Completed international training “Modern teaching methods in humanities and technical sciences” organized by Humanitas University (Sosnowiec, Poland).

Author of over 40 scholarly publications, including 25 articles in professional scientific media. Participant of all-Ukrainian and international research-to-practice conferences. Her research interests lie in the sphere of staff motivation in an enterprise’s strategy implementation, employee innovative activity.



### **Joachim Bentz**

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

Courses taught: Self-Management, Marketing.

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.



### **Hlib S. Buriak**

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

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

Courses taught: International Economic Relations, Contemporary Problems in International Economics.

During the period of 1999–2005 he studied at the Institute of International Relations at Taras Shevchenko National University of Kyiv. He graduated with an Honors Diploma (2003) and gained a bachelor’s degree in International Relations. In 2005, graduating with an Honors Diploma, 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).

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



**Olha O. Verkhohlyad**

*Ph.D. in Management and Administration.*

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

Courses taught: Psychology, Human Resource Management and Organizational Behavior.

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.



**Valentyna H. Gabryk**

*Senior Lecturer of the Department of General Studies.*

*Courses taught: German and Business German.*

Valentyna Gabryk graduated from National Pedagogical Dragomanov University with an Honors Diploma majoring in German, English language.

She works as Senior Lecturer at the National Pedagogical Dragomanov University.



**Hennadii V. Havryliaka**

*Ph.D. in Economics, Associate Professor.*

*Associate Professor at the Department of Information Technologies and Innovations.*

Courses taught: Principles of Economic Theory, Microeconomics, Macroeconomics.

During the period of 1967–1971 studied at Taras Shevchenko teacher training school of Korsun-Shevchenkivskyi; graduated with Honors. Afterwards he worked as a driver and a teacher. In 1983 obtained a specialist’s degree in Economics from Kyiv National Taras Shevchenko University. Following his three-year-long postgraduate studies, he successfully defended his dissertation and was awarded a Ph.D. (Candidate’s Degree) in Economics in 1987. The academic title of Associate Professor (Docent) was awarded in 1995.

The positions held included FCS Investment Manager, PA to the bank’s Chairman, Deputy Director, and Chief Financial Officer. In 2001–2002 he headed the Finance Department of the Academy of Labor and Social Affairs; between 2002 and 2005 he was a doctoral student in the Academy of Public Administration under the President of Ukraine.

He has been Associate Professor at Ukrainian-American Concordia University (UACU) since 2002.



**Yuliia A. Gladka**

*Ph.D. in Physics & Mathematics, Associate Professor at the Department of Information Technologies & Innovations.*

Graduated from Taras Shevchenko National University and obtained the qualification Applied Mathematics.

Also, she completed the English language course in qualifications – translator in the field of applied mathematics and computer science.

Postgraduate education at the Institute of Cybernetics named after V.M. Glushkov.

In 2000 successfully defended her Ph.D. thesis and was awarded a Ph.D. (Candidate’s Degree) in Physics and Mathematics.

Courses taught: Mathematics for Economics, Business Statistics, Statistics.

Her primary employment is with the Kyiv National Economic University named after Vadym Hetman, Department of Computer Mathematics and Information Security, Associate Professor.



**Tetiana M. Hordiienko**

*Ph.D. in Economics, Associate Professor of the Department of International Economic Relations, Business & Management.*

Tetiana Hordiienko graduated from Kyiv National University of Trade and Economics with an Honors Diploma majoring in Banking.

She obtained a Ph.D. in Economics – major 08.00.08 – Money, Banking and Credits.

Associate Professor in Kyiv National University of Trade and Economics.

Certificate B2 in English.



**Maria Cristina Guarrera Mariani (Italy)**

*Instructor at the Department of General Studies.*

*Courses taught: American Culture, English, Italian.*

Maria Cristina has always been involved in the art of teaching. Enthusiastic, passionate and creative. Believes in the force of learning and in priceless wealth of culture and education, lived in many corners of the world and from each country and culture she has tried to learn a lesson. Has translated books from English and Spanish into Italian and vice versa.

Maria Cristina believes she can transfer her current skills to support a class in their learning path.



**Oleksandr Deineko**

*Ph.D. in Economics.*

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

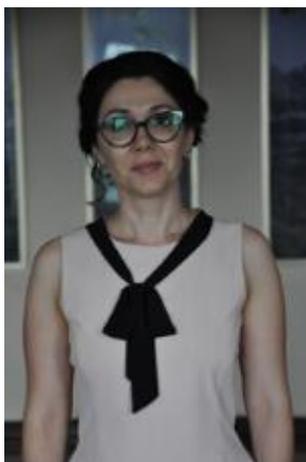
*Courses taught: Business Policy.*

Graduated from the Kyiv National Economic University named after Vadym Hetman (majoring in law) and Ukrainian-American Concordia University (MBA).

Author of over 20 scientific publications.

He currently works at the Legal Aid Coordination Centre as head of the International Cooperation Division.

Since 2019 has been working at Ukrainian-American Concordia University.



**Maryna M. Dielini**

***Ph.D. in Economics, Associate Professor of the Department of International Economic Relations, Business & Management.***

Maryna Dielini graduated from Donetsk State Academy of Management with an Honors Diploma majoring in Management and Taras Shevchenko National University majoring in psychology.

She obtained a Ph.D. in Economics – major 08.00.03 – “Transforming the institutional foundations of the mechanism of socio-economic responsibility of entrepreneurship in the national economy”. She is an Associate professor in Management at the National University of Life and Environmental Sciences of Ukraine.



**Jeff Evans**

***Master’s Degree in Social Work, Bachelor’s Degree in Chemistry.***

***Courses taught: Leadership, Sociology.***

Graduated from the University of Missouri, St. Louis, with a B.A. in Chemistry and Washington University of St. Louis, with a master’s degree in Social Work.

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.



**Olena Didovets**

***Ph.D. in Law, Associate Professor of the General Studies Department.***

Olena Didovets graduated from Taras Shevchenko National University with an Honors Diploma majoring in International relations, International law, and translator from the English language.

In 2019, successfully defended her thesis and obtained a Ph.D. in Law (major 12.00.03 – Civil law; family law, international private law).

Courses taught: Introduction to Business.

She works as a lawyer for the international company – Siemens Ukraine.



**Olena Ye. Diomina**

*Senior Lecturer of the Department of International Economic Relations, Business & Management.*

*Courses taught: Global marketing strategies.*

Education:

Olena Diomina graduated from International Christian University (Bachelor) majoring in Management and Kyiv National Economic University named after Vadym Hetman (Master) majoring in International investment management.

She completed in-service training in Marketing and received a diploma “The Chartered Institute of Marketing” London, 2010.

She works as a Brand Manager in IT Company S-PRO.

**Helena V. Eaton**



*Ph.D. in Economics, Master’s Degree in International Economic Relations, MBA.*

*Associate Professor at the Department of Information Technologies & Innovations.*

Courses taught: Introduction to Business, International Business.

Graduated from the Institute of International Relations of Taras Shevchenko National University of Kyiv (2010) with an Honors Diploma and obtained a master’s degree in International Economic Relations. Awarded a Ph.D. (Candidate’s Degree) in Economics (World Economy and International Economic Relations) in 2004. An MBA from the London School of Business. Participant of the Fulbright program in Columbia University (New York).

**Mohammed El Mahdi**



*M.A. (Innovations Management), Senior Lecturer of the Department of Information Technologies & Innovations.*

Mohammed El Mahdi graduated from European University in 2010 majoring in innovation management.

Since 2008, he has held a position of leading specialist in the international department and as assistant to the rector for innovation, information technology and international education since May 2018.



## **Liubov V. Zharova**

***Doctor of Science in Economics, Senior Researcher.***

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

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

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 (“Economics of Nature Management and Environmental Protection”).

Has a number of certificates upon completion of economics-related courses taught in English.

Author of over 150 scientific publications, including a monograph (<http://nas.academia.edu/LiubovZharova>).

Member of editorial boards of the scientific journal *MIND* (The University of Economics and Humanities in Bielsko-Biała, 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.

Has been Professor at Ukrainian-American Concordia University (UACU) since 2017.

*Dr. Liubov Zharova shared her latest research on Economics of Beauty Industry on the radio channel [Hromadske Radio](#).*



**Olena Zhytkevych**

***Ph.D. in Economics, Associate Professor of the Department of International Economic Relations, Business & Management.***

Olena Zhytkevych graduated from Vinnytsia National Technical University with an Honors Diploma majoring in Management.

She obtained a Ph.D. in Economics in 2015 – major 08.00.11 – Mathematical methods, models and software tools to manage the competitiveness of the enterprise.

For one year she worked for the UN (Economic Development and Integration Department) as an economic consultant.

Practical experience teaching economics disciplines in English and Arabic has been gained in higher education institutions of Arabic countries.



**Lesya M. Ishchuk**

***Doctor Honoris Causa of UACU, Master's Degree in Philological Education.***

***Associate Professor at the Department of General Studies.***

Courses taught: Business English, Interpersonal Communication.

In 1975, obtained her master's (*aka specialist's*) degree in Foreign Philology (English and French) 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.



**Anastasiia V. Kinash**

***Ph.D. in Physics & Mathematics.***

***Associate Professor at the Department of Information Technologies & Innovations, Head of the Department of Information Technologies & Innovations.***

Courses taught: Mathematics for Economics, Business Statistics.

Graduated from Ivan Franko National University of Lviv with an Honors Diploma and obtained the qualification “Master of Applied and Theoretical Statistics” (2013).

In 2013–2016 – Postgraduate education at Lviv Polytechnic National University.

In 2016 successfully defended her Ph.D. thesis “Dissipativity of the non-autonomous systems with Markov switching” and was awarded a Ph.D. (Candidate’s Degree) in Physics and Mathematics.

Since 2018 has been with the Ukrainian-American Concordia University (UACU).

The author of over 25 scientific publications.



**Liubov I. Kondratenko**

***Ph.D. in Education / Pedagogy, Associate Professor.***

***Provost for Academic Affairs, Associate Professor at the Department of Information Technologies & Innovations.***

Courses taught: Business Ukrainian.

In 1975, graduated from Kirovograd State Pedagogical Institute majoring in Ukrainian language and literature. Obtained the qualification “Teacher of Russian language and literature” from the same University in 1980. In 1988, successfully defended her research thesis and was awarded a Ph.D. in Education (Candidate’s Degree in Pedagogical Sciences). Was granted the academic title of Associate Professor (Docent) in 1992. In 1997, completed her Doctoral Dissertation at the National Pedagogical Dragomanov University. In 1995 became Dean of the Psychological and Pedagogical Department of the Institute of Regional Management. Between 1997 and 2010 held a position of Director of the Association of Non-Stateowned Educational Institutions of Ukraine.

Has been with the Ukrainian-American Concordia University (UACU) since 2010.

Awarded a Certificate of Appreciation from the Ministry of Education and Science of Ukraine, the lapel badge of the Ministry of Education and Science of Ukraine “Excellence in Education of Ukraine”, a medal “Sofia Rusova” of the Ministry of Education and Science of Ukraine. Has a Certificate of Gratitude from the Head of Kyiv City State Administration.



**Lesia A. Leshchii**

*Ph.D. in Economics, Associate Professor of the Department of International Economic Relations, Business & Management.*

*Courses taught: Accounting.*

Lesia Leshchii graduated from Ivan Franko National University of Lviv with an Honors Diploma majoring in Economics.

Postgraduate education at the Ivan Franko National University of Lviv.

In 2003 successfully defended her Ph.D. thesis and was awarded a Ph.D. (Candidate’s Degree) in economic management, planning and regulation (major 08.02.03).

She has certificates of completion of courses in the economic direction as well as English language courses. Over the past 10 years, she has published more than 25 scientific works, including 8 in English and in foreign publications. She is a member of the Scientific Council of the Research Institute of Social and Economic Development (SRIED).



**Roksoliana Z. Liubachivska**

*Ph.D. in Economics, Associate Professor at the Department of International Economic Relations, Business & Management.*

Roksoliana Liubachivska graduated from Kyiv National Economic University named after Vadym Hetman with an Honors Diploma majoring in International Economics.

Successfully defended her thesis and obtained a Ph.D. in Economics (major 08.00.02 – world economy and international economic relations).

Courses taught: Introduction to Business, International Business, Area Studies.



**Oksana A. Mohyla**

*Ph.D. in Philology, Associate Professor.*

*Courses taught: Business Ukrainian*

In 1976 graduated from Taras Shevchenko National University. In 1985 successfully defended the Ph.D. thesis.

From 2010 has been working at UACU.

Author of over 64 scientific publications, including a monograph, 5 textbooks from Polish and Ukrainian languages.

Awarded a Certificate of Appreciation from the Ministry of Education and Science of Ukraine and the Cabinet of Ministers of Ukraine, lapel badge of the Ministry of Education and Science of Ukraine “Excellence in Education of Ukraine”. Has a Certificate of Gratitude from the Head of Kyiv City State Administration.

A member of the scientific and methodical commission on the languages of national minorities of the Ministry of Education and Science of Ukraine, was an expert of the International Ukrainian-Polish Commission on improving the content of school textbooks.



**Alina Ngobeya-Cherepynska**

*Master’s Degree in Philology, Master’s Degree in Translation.*

*Senior Lecturer at the Department of General Studies.*

Courses taught: English Composition, Interpersonal Communication.

Graduated from National Pedagogical Dragomanov University with Honors Diplomas and obtained two master’s degrees and the qualifications of specialist in the English and Chinese languages and foreign literature, and translator from the English language.

Teaches English for students of different educational levels, from general English for beginners to English Composition and Business English for undergraduate students.

Has publications on English philology, theory and practice of translation, and pedagogy.



**Tetiana V. Nyzhnyk**

*Master's Degree in Philological Education.*

*Senior Lecturer at the Department of General Studies.*

Courses taught: English, Business English.

Graduated from the Ukrainian State Pedagogical Dragomanov University (1997) with an Honors Diploma, a master's (*aka* specialist's) degree in Ukrainian & English Philology and obtained the qualification of Teacher of Ukrainian and English (language & literature).

Has over 20 years of teaching experience with institutions of higher education of Kyiv. Instructor at the Department of Communication and Area Studies of the Institute of Philology, Taras Shevchenko National University of Kyiv (2004–2016), Lecturer and Senior Lecturer at the English Philology Department of the Foreign Philology Faculty, National Pedagogical Dragomanov University (1994–2004). Completed post-graduate studies in Germanic languages at the English Philology Department, National Pedagogical Dragomanov University (1999–2003).

Has taught a wide range of courses, from General English for international students to Business English / ESP and linguistic analysis for graduate and post-graduate students.

Qualified expert in teaching methods. Developed of syllabi and course materials, tests and contest tasks. Participant of training sessions under the British Council and American Embassy; member of the British Council Kyiv Professional Development Team, TESL-L discussion group online; IATEFL-Ukraine BE/ESP Special Interest Group facilitator, Kyiv division. Trainer, speaker, facilitator, member of organizing teams at regional, national, and international methodological and scholarly conferences (incl. TESOL and IATEFL since 1999), forums, summer schools; speaker and participant at 2 ESP anti-conferences (i.e. Łódź, Poland) and various scholarly gatherings. Trainer at workshops and workshop series for teacher trainers, teachers, and students delivered at various venues. Author of over 14 publications, incl. articles within the academic research topic & on methodology.

Since 1999, Head of Competition Panel & task/content developer for Business English Competition for the Ukrainian-American Concordia University.

Since 2017, has supervised the British scholarship program for high-school students organized by HMC Projects in Central and Eastern Europe at the Ukrainian-American Concordia University.

Accredited as an Oral Assessor/Interviewer for Pearson Test of English General (PTE Certificate of Accreditation).

Has been with Ukrainian-American Concordia University (UACU) since 1997.



**Serhii A. Panasiuk**

*Ph.D. in Law.*

*Professor of the General Studies Department.*

Courses taught: Public Administration.

Ukrainian Constitutional Law scholar.

In 2010–2011 completed an advanced training course at the Ukrainian Lawmaking School of The Legislation Institute of the Verkhovna Rada of Ukraine (Parliament of Ukraine).

In 2015, successfully defended his thesis and obtained a Ph.D. in Law (major 12.00.02 – Constitutional law, Municipal law).

In 2015, successfully passed the course “Teachers Certification of Distance Learning *e-Tutor*” (course developed by the University of Ankara with the support of the Center for Innovative Teaching and Learning of the School of Management and Law of Zurich University of Applied Sciences in the framework of institutional partnership of the Swiss National Science Foundation).

Chairman of the Board and founder of the LLP law firm *VARTA PRAVA*. Head of the Permanent Court of Arbitration. Member of the Task Team of reforms on decentralization, local self-government and regional policy under the Ministry of Regional Development (Ukraine).

His research interests and activities lie in the areas of Constitutional Law and Municipal Law, and, in a lesser extent, International and European Law. Author of over thirty scientific papers, including drafts of regulatory acts, textbooks and manuals, guidelines, scientific and practical commentaries to the legislation of Ukraine, reports at international conferences, articles in professional journals, etc.

Has been Professor at the Ukrainian-American Concordia University (UACU) since 2014.

*“Concordia, although I have not got accustomed to this name yet, impresses with it being, unlike many large-scale educational institutions, a small oasis of the USA in Ukraine. Starting at the assessment/evaluation system, Concordia is a no ordinary higher educational establishment. I don’t know how, but this University manages to gather considerably good students eager to acquire knowledge, to say nothing of both students’ and teachers’ competences in languages. I feel comfortable lecturing here and I am pleased to be part of this team. The best is ahead!!!”*

*Serhii Panasiuk, Ph.D. (Law), Prof.*



**Vadym V. Plutenko**

*Senior Lecturer of the Department of International Economic Relations, Business & Management, online teaching.*

Bachelor Degree from Ukrainian-American Concordia University majoring in Management and Master Degree from UACU (MBA).



**Nataliia M. Chaplynska**

*Ph.D. in Economics, Master's Degree in International Economics, Associate Professor.*

*Associate Professor at the Department of International Economic Relations, Business & Management, Dean of the Faculty of Management and Business, Director of Distance Learning Center.*

Courses taught: Foundations of Diplomacy and Diplomatic Operation, Diplomatic Protocol and Etiquette, Introduction to Business, International Business, Contemporary Problems in International Economics.

Graduated from the National University of the State Fiscal Service of Ukraine, Department of Economics and Taxation (2006–2011). In 2011, was awarded a bachelor's degree in International Economics (Honors Diploma). 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; was affiliated to the Department of International Finance, Institute of International Relations.

Was granted a Ph.D. (Candidate's Degree) in World Economy and International Economic Relations (08.00.02) from Taras Shevchenko National University of Kyiv (2015); dissertation: "The influence of international financial capital on innovative development of developing countries". From 2015 to date – Associate Professor at the Department of International Economic Relations, Business & Management of the Ukrainian-American Concordia University (UACU).

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.

Research interests include innovative development of international of economic patterns; economy of a developing country; investment.



**Oleksandr O. Romanovskyi**

*Doctor of Science in Economics, Doctor of Science in Education / Pedagogy, Ph.D. in Technical Sciences, Academician of the Higher School Academy of Sciences of Ukraine, Professor.*

*Rector, Professor at the Department of International Economic Relations, Business & Management.*

Courses taught: Seminars in Business Policy.

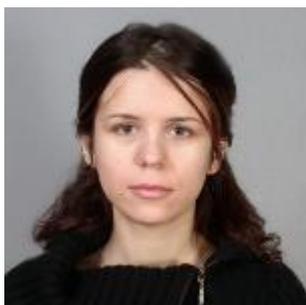
Holder of the “Yaroslav the Wise” award (2000), lapel badges “Excellence in Education of Ukraine” (2000) and “For Scientific Achievements” (2009), Scrolls of Honor from the Cabinet of Ministers of Ukraine (2000) and the Committee of the Verkhovna Rada of Ukraine on Science and Education (2001), the Joint Honor Award from the Ministries of Culture of Ukraine and Georgia “Bridges of Friendship. Ukraine – Georgia” (2005). Chevalier of national awards, the honorary title of “Honored Educator of Ukraine” (2002) and the Ukrainian Presidential award – the Order of Merit, 3rd class (2006).

Academician-Secretary of the Higher School Academy of Sciences of Ukraine. Member of the American Chamber of Commerce in Ukraine, the International Trade Club in Ukraine, the official representative of the German-Ukrainian Society of Economics and Science in Ukraine.

In 1974 he graduated with an Honors Diploma from the Department of Automation and Computer Engineering of Kyiv Institute of Engineers of Civil Aviation. In 1979, defended his Ph.D. thesis (dissertation) and obtained a Ph.D. (Candidate’s Degree) in Technical Sciences. In 2003, he defended his Doctoral Dissertation in Pedagogy (Education) and in 2014 – in Economics.

Since 1991, Oleksandr O. Romanovskyi has been lecturing at universities and colleges in the UK (London, Birmingham, Wolverhampton), Germany (Munich, Heidelberg, Hannover), USA (Chicago, Madison, Washington, New York, Wauwatosa, Wheaton), China (Beijing, Tianjin, Huilin, Nanjing, Changsha, etc.).

Dr. Dr. Oleksandr Romanovskyi is the author of over 280 scientific and educational works, including 19 monographs, textbooks, teaching aids. The topics include algebraic polynomial matrices, analysis and synthesis of electronic networks, introduction of computer technology in higher education, automation of production and management, administrative activity of enterprises and institutions, international higher education, innovation in education, business and education issues, entrepreneurship in higher education, theory and practice of entrepreneurial universities in the world and so on.



**Oleksandra O. Romanovska**

*Doctor of Philosophy in Pedagogy / Education, Associate Professor.*

*Provost for International Relations, Development & Organization, Associate Professor at the Department of General Studies.*

Graduated from the Kyiv State Linguistic University with a Bachelor's Degree in Education and received the qualification of Teacher of English and German languages and literature in 1998. She defended her thesis titled "The foster family in UK as a social-educational environment for support the child's personality" and was awarded a Ph.D. in Education in 2002 and the academic title of Associate Professor in 2005. Having started her career in 1998, worked as a Lecturer, Senior Lecturer, Associate Professor of the National Pedagogical Dragomanov University. Has been Associate Professor at the Ukrainian-American Concordia University since 2006 and held managerial positions, incl. Head of the International Department and Director of the Internship and Career Development Department at the Ukrainian-American Concordia University.

Author of 55 scientific and educational-methodological publications, co-author of two textbooks recommended by the Ministry of Education and Science of Ukraine ("The experience of higher education of the United States at XX-XXI centuries. Book I. Humanitarian and entrepreneurial training of Americans", 2009, and "The experience of higher education of the United States at XX-XXI centuries. Book 2. Distinguishing features of the American higher education at the end of the XX – beginning of the XXI centuries", 2010).

Has a Certificate of Gratitude from the Head of Kyiv City State Administration.



**Yuliia Yu. Romanovska**

*Ph.D. in Philology, Professor.*

*Vice-Rector, Professor at the Department of General Studies.*

Awarded the honorary title of "Honored Educator of Ukraine", Certificates of Appreciation of the Cabinet of Ministers of Ukraine (2000) and the Ministry of Education and Science of Ukraine (2000), the Order of Princess Olha, 3rd class (2013), lapel badges of the Ministry of Education and Science of Ukraine "Excellence in Education of Ukraine" (1995) and "Sofia Rusova" (2005). Has a Certificate of Gratitude from the Head of Kyiv City State Administration (2001). Member of the European branch of the World Union of Anglicists.

Graduated from the Kyiv State Pedagogical Institute of Foreign Languages in 1974 and then completed her postgraduate studies at the Kiev State Pedagogical Institute of Foreign Languages. Since 1974, she has worked at the National Pedagogical Dragomanov University as a Lecturer, Senior Lecturer, Associate Professor and the Head of the English Philology Department. During the period of 1993–1996 she was actively involved in the creation of a

Ukrainian-American Institution of Higher Education and since 1997 she has been holding the position of Vice-Rector of the first in Ukraine Ukrainian-American Liberal Arts Institute “Wisconsin International University (USA) Ukraine” (part-time).

In 1988, she successfully completed an advanced training program in professional language competences development at Cambridge University (UK).

Author of over 115 scientific and educational publications, including 3 training complexes in English for beginners “Let’s Start”, 2 English course books and a teacher’s guide “The English language. Texts for reading and listening. Exercises on grammar (for high school students and university applicants)”, a study manual “Studying the World – Studying in English!”

Co-authored textbooks recommended by the Ministry of Education and Science of Ukraine, namely “The experience of Higher Education of the United States at XX–XXI centuries. Book I. Humanitarian and entrepreneurial training of Americans” (2009) and “The experience of Higher education of the United States at XX–XXI centuries. Book 2. Distinguishing Features of the American Higher Education at the end of the XX – beginning of the XXI Centuries” (2010). She is also a co-author of the handbook “Perspectives on the History of the USA” together with Dr. John Johnson.



**Yevheniia O. Riabeka**

**Ph.D. in Philosophical.**

***Master’s Degree in Law, Master’s Degree in Management.***

***Associate Professor at the Department of General Studies.***

Courses taught: International Private Law.

Graduated from Ukrainian-American Liberal Arts Institute “Wisconsin International University (USA) Ukraine” and obtained a master’s degree in Management of Foreign Economic Activity (2003). In 2007, gained a master’s (*aka specialist’s*) degree in Law from Taras Shevchenko National University of Kyiv.

From 2001 employed in various positions at the JSC *Raiffeisen Bank Aval*. Having obtained her Advocate’s Certificate (a certificate of legal practice) in 2008, worked for the Kyiv Regional Bar Council. Founder and managing partner of the international company *VIP Consulting, Inc.* (2009). Voluntary consulting assistant to a Member of Ukrainian Parliament (2012) in a single-mandate constituency. Postgraduate research student at the Department of Private Law with the Institute of Foreign Relations, Taras Shevchenko National University of Kyiv.



**Mark Sawchuk**

*Senior Lecturer at the Department of Foreign Economic Activity Management and International Business.*

*Courses taught: Brand Management, Marketing Research.*

He 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 been teaching at the Ukrainian-American Concordia University for six years.



**Ruslana V. Selezniova**

*Ph.D. in Technical Sciences, Associate Professor at the Department of Information Technologies & Innovations.*

Courses taught: IT Applications, Computer Science, Statistics, IT Applications in Business.

Graduated from the Vinnytsia National Technical University majoring in automation and telemechanic and European University (Master`s in Innovation Management).

In 1994 successfully defended the Ph.D. thesis and was awarded a Ph.D. in Technical Sciences.

Ruslana Selezniova is a scientific adviser of master’s theses in projects of the European Union.

Member of the International PR Association (Poland), member of the Board of the Interregional Ukrainian-Polish Trade Union (Poland), Professor of the Ukrainian-Polish Institute of Cooperation (Poland).

Since 2017 has been working at the Ukrainian-American Concordia University as associate professor.



**Yevheniia V. Serdiuk**

*Master's Degree in Management.*

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

Courses taught: Leadership, Personnel Management.

Graduated from Wisconsin International University (USA) Ukraine with an Honors Diploma and was awarded a master's degree in Management of Foreign Economic Activity.

Currently works as a Client Manager for *FastForward*. Employed by the Ukrainian-American Concordia University (UACU) since 2016.



**Liudmyla P. Sierova**

*Ph.D. in Economics, Associate Professor of the Department of International Economic Relations, Business & Management.*

Courses taught: Principles of Management, International Management.

Liudmyla Sierova graduated from Kyiv National University of Trade and Economics majoring in Management.

She obtained a Ph.D. in Economics – major 08.06.02 – Enterprise Economy.

Associate Professor in Kyiv National University of Trade and Economics.

Certificate B2 in English.

She is a professional with teaching experience (22 years).



**Larysa V. Strashynska**

*Ph.D. in Economics, Associate Professor of the Department of International Economic Relations, Business & Management.*

Larysa Strashynska graduated from National University of Food Technologies with an Honors Diploma majoring in Engineer-economist.

She obtained a Ph.D. in Economics – major 08.00.03 – “Strategic foundations for the development of the food market in Ukraine: theory, methodology and practice”.

Professor of Marketing Department in National University of Food Technologies.



**Zoia I. Filatova**

***Ph.D. in Education / Pedagogy, Associate Professor, Senior trainer-instructor of the Department of General Studies.***

***Courses taught: Physical training.***

Zoia Filatova graduated from Kyiv State Institute of Physical Culture majoring in Physical culture and sport.

She obtained a Ph.D. in Education – major 13.00.02 – “Differentiating the teaching of swimming students of special medical groups”.

She is an Associate professor of physical education and sports at the National Dragomanov Pedagogical University.



**Anastasiia H. Tsybuliak**

***Ph.D. in Political Sciences.***

***Ph.D. in Economics, Associate Professor of the Department of International Economic Relations, Business & Management.***

Courses taught: Theory of International Economic Relations.

Graduated from Taras Shevchenko National University of Kyiv with an Honors Diploma and a master’s degree in International Relations obtaining a qualification of a foreign affairs political analyst and English language translator (2008).

Between 2008 and 2011 was a part-time Doctoral student at Taras Shevchenko National University of Kyiv. Was awarded a Ph.D. (Candidate’s Degree) in Political Science (“Political problems of international systems and global development” major).

In 2014, published a monograph “Political-military aspect of the Russian Federation foreign policy strategy in Europe.”

Participant of about 10 Young Investors Programs and Business *Ernst & Young* Trainings. Completed a mini MBA Executive Development Program organized by the London School of Business & Finance (2014).

During the period of 2008–2012 held positions of Financial Manager and Deputy Chair of the Board. Founder and President of *Glossary Organic Products* company.

Has been Associate Professor of the Ukrainian-American Concordia University (UACU) since 2014.



**Olha A. Shalamai**

*Master's Degree in Management.*

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

Courses taught: World Economics, International Business, Accounting.

Graduated from Ukrainian-American Liberal Arts Institute “Wisconsin International University (USA) Ukraine” (2013) and was awarded a master’s degree in Management of Foreign Economic Activity. Successfully completed studies at Higher Political School of Friedrich Naumann Foundation in Ukraine. Was employed as an Assistant at Exports-Imports Department of *Kingdom Ltd.*, Assistant in the Marketing Department of *Arla Foods* (Saint Petersburg), Instructor at the Modern American School (Amman, Jordan). Has been part of the faculty of the Ukrainian-American Concordia University (UACU) since 2014.



**Henry Sterenberg**

*Master's Degree in International Economic Relations.*

*Senior Lecturer at the Department of Foreign Economic Activity Management and International Business.*

Courses taught: World Economics, International Business, Accounting.

Graduated from Ukrainian-American Liberal Arts Institute “Wisconsin International University (USA) Ukraine” (2013) and was awarded a master’s degree in Management of Foreign Economic Activity. Successfully completed studies at Higher Political School of Friedrich Naumann Foundation in Ukraine. Was employed as an Assistant at Exports-Imports Department of *Kingdom Ltd.*, Assistant in the Marketing Department of *Arla Foods* (Saint Petersburg), Instructor at the Modern American School (Amman, Jordan). Has been part of the faculty of the Ukrainian-American Concordia University (UACU) since 2014.

## Alumni and Social Network, Career Planning

Bachelor's 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 studying at UACU. 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 UACU, 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, UACU is interested in helping our alumni in their professional growth.

Dr. Oleksandra Romanovska, an Internship and Career Development, PR and Communications Coordinator runs the questions regarding Alumni Network, Internships and Career planning.

The following companies are internship places for our students where many UACU graduates continue to work on a full time basis:



Official university [Facebook page](#) and [LinkedIn page](#) are of great importance to coordinate cooperation among the students, faculty, alumni, staff and partners (businesses, organizations, universities and friends). LinkedIn page plays an important role in information data regarding alumni place of living, working, positions, skills etc. [YouTube channel](#) provides vivid video pictures of the university life.

To make the cooperation more systematic and better available for the students, UACU developed and has been using successfully [Facebook Internship Page](#).

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](#).

## Leadership Education at the Program

Being a student at UACU has many advantages, one of them is meeting distinguished corporate, non-profit, and political leaders. UACU bachelor 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:

- Dr. h.c. Karl Beck (USA) – The Director of the United States Peace Corps in Ukraine (2001–2007), Honorary Doctor of the Ukrainian-American Concordia University.
- Prof. Dr. rer. pol. Jörn Hendrich Block (Germany) – Doctor of Economic and Political Sciences (Doktor der Wirtschaftswissenschaft), Diplom-Kaufman, 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).
- Prof. Dr. Marshall Christensen, Ph.D. (USA) – Founder and Leadership Team Member of Co-Serve International (USA), Honorary Professor of the Ukrainian-American Concordia University.
- Prof. Dr. h.c. Hansjürgen Doss, Dipl.-Des. Arch., Dr. oec. publ. h.c. mult. (Germany) – an architect and politician, Honorary Consul of Ukraine in Germany, Member of the German Parliament 1981–2002, Honorary President of the German-Ukrainian Society for Economics and Science and the Ukrainian Free University (Ukrainische Freie Universität, Germany), Honorary Professor of Economics at the Ukrainian-American Concordia University.
- Prof. Dr. h.c. Hendrik S. Doss (Germany) – Dipl. Designer (FH), former Design Dozent at the faculty of Media Management of the RheinMain University of Applied Sciences (Germany), Honorary Doctor of the Kyiv National University of Technologies and Design, CEO of dosscom, Member of the German-Ukrainian Association for Economy and Science, former lecturer at the EC Europa Campus University, lecturer at IU International University GmbH and 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).
- Dr. h.c. 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.
- Dr. Kenneth Gray, Ph.D. (USA) – UACU (WIUU) American Dean (2001–2002 and 2006–2007), Honorary Doctor of the Ukrainian-American Concordia University.
- Prof. Dr. rer. oec. h.c. Dr. phil. h.c. Axel Haas (Germany) – Managing Director of Arend Prozessautomation Company, Lecturer at the Department of Management at the Trier University (Germany), Honorary Doctor in International Business and Honorary Professor of Marketing and Entrepreneurship of the Ukrainian-American Concordia University.

- His Excellency Dr. h.c. John Edward Herbst (USA) – Ambassador of the United States 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, Ambassador John E. Herbst became Honorary President of UACU.
  - Mr. Lars Hoffmann (Germany) – General Manager at Americanet Travel Marketing and Publishing, On-line Marketing Specialist at the Ukrainian-American Concordia University.
  - Prof. Dr. phil. h.c. Dr. phil. h.c. Moritz Hunzinger (Germany) is an expert in Public Relations. Since 2016 Chairman of the Board of the mobile payment company Cashcloud. Since 2015 Board Member of the automotive manufacturer company Gemballa Holding, from 2016 to 2017 interim CEO of Mars One Ventures. 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. CEO of action press ag, one of the largest photo agencies in the world. He received his diploma from the first President of Ukraine Leonid Kravchuk. Holds Honorary Doctorates of Philosophy of the Ukrainian-American Concordia University. Was appointed as Honorary Senator by the Ukrainian Free University in Munich, Germany in 2008. He is Honorary Professor of PR and Communication, Vice-Chairman of the Supervisory Board and the European Union Coordinator at the Ukrainian-American Concordia University.
  - Prof. Dr. h.c. 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.
  - Sanitätsrat Dr. med. Dr. h.c. Dipl.-Biol. 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.
  - We are pleased to announce that on September 1, 2020, Dr. Wolf Klinz was appointed as an Honorary Professor of European Policy and International Management of the Ukrainian-American Concordia University (WIUU). Dr. Wolf Klinz is the Former Member of the European Parliament (2004-2014, 2017-2019), former president of the Chamber of Commerce and Industry – Frankfurt am Main, Germany and former Executive Board Member of Treuhandstalt, the German Government’s agency for privatisation of the former East German industry, the then biggest company in the world with 8.000 entities and over 4 million employees. Chairman of the Financial Reporting Board of the European Financial Reporting Advisory Group (EFRAG).
- Prof. Dr. rer. oec. h.c. Dr. phil. h.c. 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. Honorary Doctor in Business Administration and Honorary Professor of Management of the Ukrainian-American Concordia University.

- Mr. Roger McMurrin (USA) – President of Music Mission Kyiv (1993 -2009), Honorary Doctor of the Ukrainian-American Concordia University.
- Prof. Dr. iur. Gero von Pelchrzim und Trzenkowitz, LL.M. (Germany) – a famous German Defence Attorney and Criminal Lawyer, Doctor of Law (Doctor iuris), Master of Laws, and Honorary Professor of Law and Compliance of the Ukrainian-American Concordia University.
- Prof. Dr. phil. 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.
- Prof. Dr. phil. h.c. 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 Professor of Journalism of the Ukrainian-American Concordia University.
- Dr. h.c. 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.
- Dr. h.c. Philipp Schmidt (Germany) – CEO and Founder of KONZEPTBERLIN; Strategic Advisor and Chief of Staff in the German Parliament (the Bundestag). Master of International Business (MSc), University of Tilburg, Netherlands. Visiting Professor of the UACU. Holds the title of Honorary Doctor in Human Resource Management and International Relations of the Ukrainian-American Concordia University (2018).
- Mr. Alexander Schönherr (Germany) – M.A. in Psychology, CEO of the SWV Schweizer Werte Vermittlung Company.
- Prof. Dipl.-Des. Stephan Schupbach (Germany), Honorary Professor for Industrial Design at the Frankfurt University of Applied Sciences, Guest Professor of the Ukrainian-American Concordia University.
- Prof. Dr. rer. oec. Dr. rer. pol. h.c. Dr. phil. h.c. 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 (Doctoris Rerum Oeconomicarum), Doctor of Political Economics (Doctor Oeconomiae Politicae) honoris causa, Honorary Professor of PR at the Ukrainian-American Concordia University. Member of the Editorial Board of the scholarly journal BESLI (Business, Leadership, Sustainability and Innovation).

- His Excellency Dr. h.c. Dietmar Gerhard Stüdemann (Germany) – Lawyer and Economist, retired Ambassador of the Federal Republic of Germany in Ukraine, Adviser 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.
- Prof. Dr. h.c. Mara Sukholutskaya (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.
- Paul R. Thomas, Master’s Degree in Economics, Honorary Professor, Honorary Doctor of Economics and Finance, Special Advisor to the Rector and Member of Advisory Board. President and Partner of IRE USA Inc and IRE Ukraine LLC.

**COVID-19 & MENTAL HEALTH: RESPONSE AND MANAGEMENT**

**Dr. George S. Everly Jr., PhD, ABPP, FACLP**  
"Resilience and psychological first aid in times of crisis"  
Professor, Johns Hopkins Department of International Health, Johns Hopkins Bloomberg School of Public Health and in Psychiatry at the Johns Hopkins School of Medicine

**Dr. Tracy Vannorsdall PhD**  
"Covid-19 Survivors' Post-Intensive Care Syndrome"  
Assistant Professor of Psychiatry and Behavioral Sciences  
Johns Hopkins School of Medicine

**Dr. Laura Murray, PhD, MA**  
"Training trauma and grief: Covid-19 mental health toolkit"  
Assistant Professor of Psychiatry and Behavioral Sciences  
Johns Hopkins School of Medicine

**JANUARY 27**  
**11:00 AM - 12:30 PM EST**  
**(6:00 PM - 7:30 PM GMT)**  
**Register HERE**

Moderated by:  
Nancy R. Reynolds, Professor and Associate Dean of Global Affairs (JHSON)  
Olga Verkhohiyad, Professor and Provost for Research (UACU)

Presented by:  
JOHNS HOPKINS  
THE CENTER FOR GLOBAL INITIATIVES  
UNIVERSITY OF CONCORDIA

The Johns Hopkins School of Nursing Center for Global Initiatives in partnership with the Ukrainian-American Concordia University (UACU) in Kiev, Ukraine. hosted the webinar “Covid-19 & Mental Health: Response and Management”. Speakers:

- **GEORGE S. EVERLY, Jr., PhD, ABPP, FACLP**  
Professor, Johns Hopkins Department of International Health, Johns Hopkins Bloomberg School of Public Health and in Psychiatry at the Johns Hopkins School of Medicine
- **TRACY VANNORSALL, PHD**  
Associate Professor of Psychiatry and Behavioral Sciences, Johns Hopkins School of Medicine
- **LAURA MURRAY, PhD, MA**  
Senior Scientist, Clinical Psychologist, Johns Hopkins School of Public Health, Departments of Mental Health & International Health

Who is Dealing with Post-Soviet Identity

Former Soviet States and the Warsaw Pact Countries

ConcordiaUA students had a great opportunity to listen to the lecture given by our guest lecturer during Interpersonal Communication class. Dr. Eric Matherly, a Fulbright member presented his own research on the topic “Post-Soviet Identity”. We identified such terms as “nation”, “national identity” and “cultural influence”. The lecture brought on a vivid discussion and everyone had an opportunity to share their thoughts.

GROUP BRAND MANAGER HAIR COLOR & DEO  
L'OREAL UKRAINE

Webinar for students from our graduate Maria Vrochynska, now a group Brand Manager Hair Color & Deo & Mex L’Oreal Ukraine. It was an interesting and informative presentation on the topic "What is a Marketing Job in reality" for our students and instructors.



Webinar by Dr. h.c. Philipp Schmidt (Germany) – CEO and Founder of KONZEPTBERLIN; Strategic Advisor and Chief of Staff in the German Parliament (the Bundestag) for UACU students.



The webinar “Entrepreneurship – What is an Entrepreneur, and What do They Do?” by Prof. Daniel Sem, Dean of the Batterman School of Business, Professor of Business; Professor of Pharmaceutical Sciences; Director of Technology Transfer of the Concordia University Wisconsin and Ann Arbor.



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



Prof. Dr. h.c. Hansjürgen Doss - a great friend of Ukraine, Honorary Professor of ConcordiaUA, Honorary Consul of Ukraine to Germany attending the meeting with Chancellor of Germany Angela Merkel and Rector of the Ukrainian Free University (Munich), prof. Maria Pryshliak in Berlin.

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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.

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

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

## **Bachelor's Programs Academic Policies**

### **Bachelor Graduation Requirements**

Undergraduate students will be granted a Bachelor's degree upon satisfactory fulfillment of the following requirement: completion of the required courses and credit hours required for the degree.

During the program, a student's work is subject to continuous review by the Dean and Program Coordinator. Students are responsible for satisfying the requirements for graduation and for observing the academic regulations of UACU.

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. UACU students are offered an opportunity to become interns in the field of international business, economic relations, management and administration at prestigious Ukrainian, international and joint companies with the perspective of obtaining a job after graduation.

### **Course Grading**

A student performance in each course is evaluated with letter grades with equivalent grade point average ranging from an A (4.00) through FX (0.00).

### **Transfer Credits**

In order to transfer credits from another educational institution to UACU, a potential student must provide UACU 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 HEI from where the credit transfer is sought must be provided by the potential student.

If the HEI possesses nationally/internationally recognized accreditation, and if the learning outcomes are not substantially different from the ones at UACU, 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 a 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 acknowledges and cites all use of the ideas, words or results of others;
- makes sure that all work submitted as his/her work in an academic activity is produced without the aid of unsanctioned collaboration or unsanctioned materials;
- treats 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.

## Why Choose UACU Bachelor Program?

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



## Words from UACU graduates

Here is what our graduates say about their educational experience at Bachelors programs of Ukrainian-American Concordia University

### Yuliia Ben, alumnus, 2024



I had the incredible privilege of completing both my bachelor's and master's degrees at Ukrainian-American Concordia University. From the moment I entered the university, I knew I was in for something special.

Foremost, I appreciate the educational team of the Ukrainian-American Concordia university which are not just professors but mentors. Their passion for teaching is evident in every lecture, and the personalized attention I received truly made a difference in my learning experience.

Of course, no academic journey is without its challenges, but the Ukrainian-American Concordia university provided the support and resources needed to overcome them. Whether it was academic advising, free literature services or other, the university prioritized the well-being and success of its students.

I am proud to be an alum and grateful for the education and experiences that have shaped me into the person I am today.

### Maksym Hlazov, alumnus, 2023



This is one of a kind University. For some reason, the approach to education in USA and in many European countries was something very rare in Ukraine. And that's what made Concordia special for me. The way subjects were taught, the way professors communicated with the students, the way the whole Faculty and Student body ran – all of that was something to learn and use later in life and profession of your choice. Concordia taught me what real leadership was about, how to utilize everything around you in your decision making process and how to set and later achieve your goals in life.

### Egor Achinyan, alumnus, 2022

At this university, I learned how to start a business from the ground up, and a variety of interesting lectures with international lecturers made me think about business and how to manage it.



I'd like to express my gratitude to the lecturers who live their profession; in their classes, I always sat with a smile on my face and the knowledge that I'd leave with today. Here, I was able to comprehend how marketing works, as well as comprehend and comprehend how to conduct my own analysis. Many people believe that the most important thing in business is

however, in my fourth year, I realized that it is also important to build organizational things to keep employees working and earning; motivation is important!

Yes, this school has drawbacks, as do all universities, but you must understand that if you are willing to learn something new, this university will provide you with everything.

### **Misha Taronov, alumnus, 2022**



Ukrainian American Concordia University isn't just a university it is way of life that dives you into cutting-edge knowledge that enhance students critical thinking skills in their academic journey from the engaging seminars to resounding extracurriculars activities you get connected and grow. As a proud graduate of UACU, I'm thrilled to share that this remarkable institution has transformed me.

### **Misha Taronov, alumnus, 2022**



It is one of the best universities in Ukraine. Firstly, the teaching is in English, which will help you improve your language level a lot. Secondly, we can study other cultures in parallel because of many students from different countries and diverse backgrounds. This allows us to exchange experiences and learn something from each other. Most of the teachers have doctoral or academic degrees. But more importantly, everyone has their own unique approach to the subject. A very tremendous opportunity for me personally is meeting businessmen and entrepreneurs. They share their experience and give advice, and always after such meetings, you realize that you have made the right choice.

### **Julia Ternova, alumnus, 2022**



During the years of studying at the university there was a lot of new and at first glance scary for me. First of all, learning English was difficult, but at first glance it was true, because when I started to get involved in this rhythm, everything went smoothly. Because English is an important element around the world (the most famous). Thanks to instructors and special subjects, from the 1st year I studied not in the school program, but in the specialty, which significantly reduced the time and did not have to spend it on repetition. Every year we were given new and interesting subjects that encouraged us to study, because it was something new, and most importantly necessary for the future profession, worldview and development. To be honest, when I learned that all subjects will be in English, especially Mathematics, it was a horror for me, but I was so screwed up, because as soon as the study, calculations, tasks and explanations from instructors began, it is no longer seemed horrible, but more

interested. Because, with instructors who love their job - a small child will be able to understand the subject, everything was so simple in the explanation that I would still like to study. In general, I studied all the subjects I had with great pleasure. It is a pity that when the pandemic started, I was at the beginning of the 2nd year, but it did not interfere with studying and full-fledged classes with instructors through Zoom, it was my first experience of online education. But my university made it as convenient and comfortable for us. Thank you for this wonderful time you have given me, for the time I have grown up and spent with me, and for your support.

**Ruslan Mirzodaev, alumnus, 2022**



Four years of studying at the Ukrainian-American Concordia University became a real school of growth for me. At first, of course, it was difficult. After all, it is a university with English as the language of instruction, an international student audience, and highly professional English-speaking lecturers. And in the first year I had to try to improve my knowledge of English, to adapt to learning by American standards. But soon the study became interesting and diverse. And despite the complex external factors that forced us to go online in the 2nd year, all 4 years of study lectures and practical classes were complemented by interesting webinars, conferences, online meetings with foreign partners of the university, government agencies and businesses from the US, Germany, Great Britain. And there were many offers of training in exchange programs with partner universities and the possibility of internships in international companies in Ukraine or abroad. I am satisfied with my studies at this university and thank my instructors, university administration, foreign partners, my classmates for modern education and family atmosphere. These student years will always be in my heart. Peace and prosperity, our UACU!

**Ronald Mupuka, alumnus, 2021**



As a proud alumna who graduated in June 2021, I wanted to express my deep appreciation for the incredible experiences and education I received during my time at the university. Ukrainian American Concordia University not only provided me with a top-notch academic curriculum but also fostered an inclusive and vibrant community. The commitment to excellence in education, coupled with a diverse and supportive environment, made my learning journey truly enriching. I particularly valued the faculty's dedication to nurturing critical thinking and the emphasis on practical applications of knowledge. The university's approach to fostering a global perspective has been instrumental in shaping my worldview and preparing me for the challenges of the professional world. The campus culture, filled with diverse extracurricular activities and events, allowed me to develop leadership skills and build lifelong connections with fellow students. The sense of community at Ukrainian American Concordia University is something I carry with me as I embark on my post-graduate endeavors. Thank you for providing me with an education that extends beyond textbooks and classrooms, and for creating an environment that encourages personal and intellectual growth.

**Karyna Babesha, UACU alumnus, 2019**



When I was at school, for years I've been dreaming about going to the USA. I've been watching those movies, where everything was so perfect and so 'American'.

Then I've set a personal goal, that seemed impossible. Somehow, on the Internet I found Ukrainian-American Concordia University, that was the first and still is a single one in Ukraine. I was sooo confused when realized that it has specializations that require technical and

mathematical skills.

I never thought I could not pass though. I applied for a course of Business English – a great start. There, with Lesya Ishchuk. We've learned so many things we wouldn't know. We've acted like businesspeople, we've done so many lessons and presentations of own businesses and structures!!! Then I've been told there's a competition. A lot of people were there. And somehow, I was awarded with the 2nd place. Great start, right?

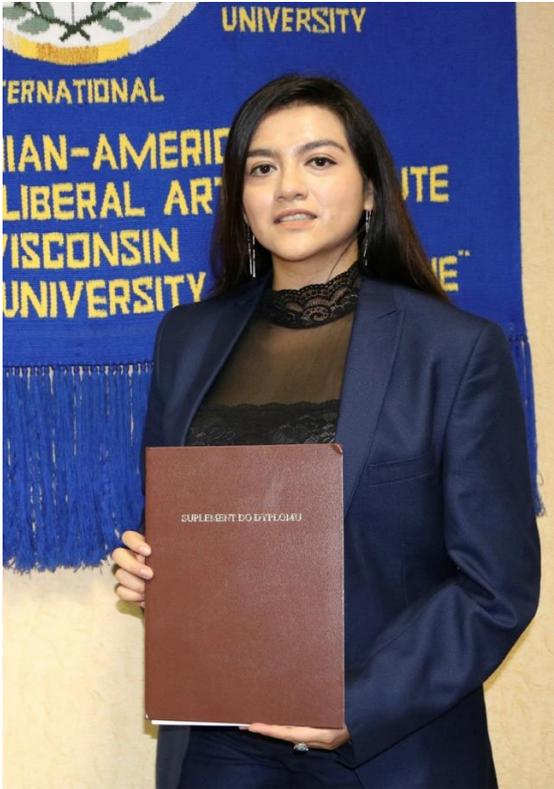
When I got to be a freshman, people around were so kind, I couldn't imagine universities could be so. I've received help from all the people around, started communicating (Consider the fact that in school I was completely shy).

Parties, Classes, Kindness and Flexibility – this is how I would describe the university. We've attended not only internal classes, but also many of the external lectures on the topics of politics, business, languages and international trade.

Then, when I was a third-year student, I've got to live in the United States for 4 months in a row. I've met so many of a great people and improved my business language and understanding.

Also, I am really thankful to the Business Studies subject, – I've got soooo many contacts of businesses around the world, that the pack of business cards are still in my collection. I have friend now all around the globe.

**Cardenas Castro Dayanna Gabriela, UACU alumnus, 2019**



The conditions of studying were extremely attractive. Classes were conducted by academic teachers and experts from international organizations. Some of them used to inspire us with their job anecdotes and business culture in certain situations as professionals. It was a wonderful experience meeting new friends from different countries, working together overcoming cultural barriers and making unforgettable memories.

Honestly, getting this degree has been a huge achievement for me. All the support from teachers, both my universities and my family, I could have never done it without them. When I thought it was impossible, they pushed me to believe in myself. I can't thank them enough for that."

**Hashemian Alborz, UACU alumnus, 2015**



During my BBA years from 2011 to 2015 in Kyiv, WIUU set the stage for my career. The education quality, backed by FIBAA accreditation, paved the way for my Masters at a top German business school in Hamburg. Outside class, WIUU wasn't just about lectures; it's where lasting friendships took root. Supportive management and savvy lecturers, offering international-level insights, fueled my personal and professional journey. Now at LVMH, part of my success is owed to WIUU's rock-solid foundation. A big shoutout to the university for shaping my path and playing a key role in my achievements!

### **Mariam Machavariani, UACU alumnus, 2019**



I want to tell you my story. I'm from Georgia and as for foreign student first few days was really hard in Kyiv, without friends and without family but now I can say that I have a new family in Ukrainian-American Concordia University! Thank you all of you for making me fill at home and thank you for becoming part of my life.

I have learned a lot of things, first of all I learned to make best decisions independently and I what life is like. Life isn't easy but wright people on your side are everything you need.

I found myself in Ukrainian-American Concordia University, now I have friends for a lifetime and I have a lot of good memories which will always be in my heart.

Thank you everyone for being here with me and sharing today's joy together as a one big family.

### **Stadnik Bohdan, UACU alumnus, 2017**



I would like to express my deepest gratitude and appreciation to you for organizing the student exchange program between University of Trier and UACU (Ukrainian-American Concordia University).

This Winter Semester 2017 was one of the brightest and valuable times of my life. During exchange period I made many new friends from different countries, improved my proficiency of German language & culture, and obtained professional theoretical knowledge.

I strongly believe that the integration process will continue to grow (including between Germany and Ukraine) in different areas: education, economics, cultural, social,

and political. Thereby the importance and relevance of studying experience in Trier University will only increase with time.

### **Majawala Mcdonald, UACU alumnus, 2017**



Ukrainian-American Concordia University (UACU) gave me the opportunity to enter into the world of work with a very good foundation in international business and Business administration. This degree aided me in being able to go into the business field where I specialized in Marketing department and research and development. The dual program degree enabled me to work contractually with both federal and private, entities. The program at UACU enriches students the importance of public speaking, the INS, and outs of how the organization

operates and entrepreneurship mostly it prepares the student for the better future and being leaders of tomorrow. The atmosphere at the university is tremendously rich and top notch and this is aided by:

- Highly experienced & skilled faculty members
- The college is having all the world-class facilities for the betterment of the students
- The college has a well-stocked library with all kinds of books

During my 3rd year, what I liked most was the ability of students to have internship programs internally and internationally organized by the university with well recognized companies such as Coca Cola, Microsoft, OBV finance company and many more. The experienced attained was worth the time and betterment for the nearest future.

Six months after I finished at Concordia in 2017 I was hired at Study.Ua one of the biggest educational providers in Ukraine to run a marketing department. Specifically, summer camp program for college children ranging from 7-16 y.o. This enforced the esprit dc corps working in a team. My life has become an overall success in my field of work and managing to start -up my own business. My success did not come overnight alone, but from the efforts of my professors A. Drobot, Ph.D. N. Protsun, Dr E. Volovyk, many more the list is long and most of all to Ukrainian-American Concordia University formerly known as Ukrainian-American Liberal Arts Institute “Wisconsin International University (USA) Ukraine” for opening its doors for me.

### **Ghaffar Javeria, UACU alumnus, 2016**



I have been a student of Ukrainian-American Concordia University since 2014. I graduated in Bachelors in Business Administration in 2016. During my studies at Concordia, I had a lot of great experiences. The best experience out of all was studying at an international and friendly environment consisting of the university staff and students of all backgrounds; it made me feel welcomed and provided a very comfortable atmosphere to study in.

In terms of the education itself, all the lectures are conducted in English, with professors who have good command of English as well as good background knowledge of the subject area, which they are responsible to teach.

Another fact that I highly appreciate about the university is that it provides a lot of support and opportunities for its students, not only within Ukraine, but internationally as well. It continues to build good connections with educational institutions as well as companies' abroad, such as in Germany and the USA, etc.

### **Olga Lutsenko, UACU alumnus, 2013**



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 UACU (Ukrainian-American Concordia University) 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 UACU (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 instructors 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!

**Julia Orel, UACU alumnus, 2012**



Hello everyone! My name is Julia Orel. 4 years ago, I left the walls of our university. Without hesitation, I got married. After working for a year as a personal assistant of the owner of Jewelry House Zarina Natalya Netovkina, I decided to leave and have a child in the USA. With my husband we made our dream come true and decided to stay and live in this beautiful country. It is not in vain that I studied in the American university.

Currently we are working with my husband in his business. Knowledge of most subjects helps me now in many issues. Sometimes I think that I had to study harder because now I feel like going through all 4 courses again, only at work. What is very pleasant, is my knowledge of English. It is nice to hear surprised questions from people, where I have learned the language. I am grateful to UACU (Ukrainian-American Concordia University) for this, and even here, on the territory of America, I always tell about it.

**Artemiy Shvedkov and Rostyslav Liubchenko, UACU alumnus, 2014**



We graduated from UACU (WIUU) in 2014.

Since that time Rostyslav worked as market research analyst at Nielsen company, where he daily conducted marketing and financial analysis and forecasts for market leaders.

Artemiy worked as manger and business trainer in Team Expert training company.

In 2015 we decided to open a steampunk Pub in Krakow, Poland. We created business plan and found a group of investors to make their dream come true.

Our Pub opened its doors in February 2016. It is located in the 16th century cellar in the very heart of Krakow. Pub attracts guests by karaoke nights, quest game, board-game tournaments, disco parties, and sportive translations.

We both, Artemiy and Rostyslav admit that our business had no chances to exist without background we have received in UACU. The university gave us knowledge and skills which helped us to open

and run our business on highly competitive market.

Besides important subjects such as Human Resource Management, Operational Management, Financial Management, Risk Management which are used by us on the daily basis, the university has provided us with extremely important practical skills through different projects. Which university in Ukraine could provide such mighty background? Only UACU.

**Daryna Barykina, UACU alumnus, 2013**



My name is Daryna Barykina, I'm 27, I have lived in Jacksonville, Florida, USA for 5 years already. I work as a beauty photographer. Cooperate with the brands of L'Oreal group and independent beauty brands. I travel a lot around the country, conducting advertising photo surveys and master classes in photography. I also work with individual stylists, taking pictures of their works for various hairdressing competitions and contests. I am an entrepreneur and fully maintain my business, and knowledge gained at UACU (Ukrainian-American Concordia University) helps me a lot. First I worked

with it, and now I just control workflow, accounting, filling in tax returns. At the same time, I personally communicate with customers and do marketing. The knowledge gained during education, from the theory went into practice, and I am very happy about it. In my field creative people generally do not have economic education that gives me a significant advantage in negotiations and decision-making in comparison with others. Perhaps during training I did not quite understand what to do with all the proposed knowledge, but having started the business, I was able to structure and use it as intended. I am very grateful to the university and instructors. I miss you very much and hope to visit next year.

**Julia Kalinichenko, UACU alumnus, 2016**



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 (we call it headwaiter). 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 UACU (Ukrainian-American Concordia University) 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.

### **Alyona Negoda, UACU alumnus, 2016**



After the second course of UACU (Ukrainian-American Concordia University) 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 Bachelor 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](http://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 UACU 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.

### **Max Lukyanenko, UACU alumnus, 2013**



I studied at UACU (Ukrainian-American Concordia University) 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](http://dvorniki.ua). Later we launched [rb.ua](http://rb.ua) (the largest in Ukraine seller of sunglasses Ray-Ban) and [oprava.ua](http://oprava.ua) (the largest, but in fact the only online store of glasses for vision). Education in UACU 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.

### **Rostyslav Liubchenko, UACU alumnus, 2014**



Working in Porsche Finance Group I found useful the knowledge UACU provided me through almost 4 years of my education. Porsche Finance is large international company and their field of business is leasing and crediting cars from official dealers in Ukraine. Surely, the most useful knowledge for me, working there as trainee, was English and Business English. My primary duties included communication with a lot of colleagues, business partners and, sometimes, top management from Austria. I am glad that on our weekly meetings I understood every word and all the business-terms my colleagues operated. I also would like to mention our Multinational Enterprise and Theory of Economy classes, where I got nice theoretical background. This allowed me to accommodate quickly inside the company, understand principles of their work and used my knowledge on practice. I am thankful to UACU instructors for their work and for the desire to do the best for the students.

**Lisa Marchenko, UACU alumnus, 2013**



Для мене Porsche Finance Group – другий дім, де я черпаю професійне натхнення. Робота тут – безцінний досвід та приклад того, як має працювати кожна людина.

**Єлизавета Марченко**  
Асистент по роботі з дилерами

Porsche Finance Group

My name is Lisa Marchenko, and currently I'm already an MBA student at UACU. I'm very glad that I have an opportunity to share my great experience studying at this not only international, but multicultural institution as well. The university has become a great place for me where I met my best friends and was recognized as a reliable and active student. Thanks to my university I have a chance now to work at Porsche Finance Group. The company is the loveliest service provider on the Ukrainian market which offers a variety of financing products as credit and leasing for such brands of cars as Volkswagen, Audi, Seat and Porsche. University knowledge and caring administrative staff opened such an opportunity for me that I can share my experience as working in the international company now. UACU is a great example of university that first and for most provides students with practical knowledge, which helps a lot when you start building your career path.

**Vera Olevska, UACU alumnus, 2013**



I am working in Danone company as an HR Trainee within Organizational Development team. I found this job offer through the Internship program at my university. Danone is a leader of the Ukrainian milk market and, as a large multinational company, it gives a lot of opportunities to grow professionally. Now I have possibility to combine work with studying and use my knowledge gained at the university on practice. I think, this is the good start and I am grateful to UACU for giving me such huge support in my first steps to successful career.

**Kate Horpynchuk, UACU alumnus, 2014**



Currently I am working at the Ukrainian children's cardiac center. I never thought that I would be working in the medical sphere. First of all, the connections that I established at UACU brought me here. In addition to that, while studying at UACU I got a chance to not only learn about but also try myself out in various things. I found out what job suits me best, what I want to do and now I am trying to succeed at it. Thank you UACU, professors, the staff, administration.

**Lera Pogorielova, UACU alumnus, 2013**



Thanks to UACU I have been working at Porsche Finance Group for one year. I am responsible for putting restrictions on cars which are in credit, making recalculations. Also, I take part in registration leasing cars. Boarders treat kindly all employees and respect them. In general, I can say that I am very proud to work in PFG and I like this company very much.

**Taras Hivchak, AUCU alumnus, 2012**



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

### **Elena Zhogol, UACU alumnus, 2013**



After graduation from bachelor program I've got a place in "Naftogaz Med" company as a marketing manager. The company is a one of five parts of ND Group that operates at Ukrainian market for 7 years. "Naftogaz Med" specializes in providing medical services for drivers. As a marketing manager I need to use all the knowledge I've got at university, and not only from marketing class, but also finance, organizational behavior, etc. This university gives truly wide range of knowledge and information for future career success

### **Yury Polgorodnyk, UACU alumnus, 2011**



I work at Daewoo International Corporation. During my Study in UACU 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 UACU 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.

**Tatiana Skrygina, UACU alumnus, 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 UACU made a great influence on me. At first, I got a big experience of working in big international companies during my several internships at UACU. Thanks to UACU, 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 Resorce, International Marketing, Business Policy classes, not only in strategic planning of some projects, but in communication with our partners, volunteers and kids from orphanages.

**Patricia Essien, UACU alumnus, 2007**



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 UACU, 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.

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.

**Zinaida Jorbenadze, UACU alumnus, 2005**



ConcordiaUA is for me the beginning of a new life! I acquired a lot of friends from different countries! It was a wonderful experience for me. The university provides students with an American Standard education in the most European city Kyiv. I am very thankful to my university, because I learnt their different skills. I managed to travel to London and study there. I graduated from the faculty of business administration, I worked 9 years in the bank in different positions, but then I became a teacher of English Language. I started working as a teacher of English language in the partner school of my university, American International School Progress. So the university helped me to be more flexible. In my opinion, no matter what courses or skills I acquire, my university will always play a fundamental role in my career development.

### **Visiting Ukrainian-American Concordia University**

Campus visits may be offered for students considering coming to UACU. Contact the office if interested in arranging a visit. You will be offered a tour around UACU, as well as video and published materials about the university.

For further information about UACU programs, visit [www.concordia.edu.ua](http://www.concordia.edu.ua) or call (+380 50) 331 4295.



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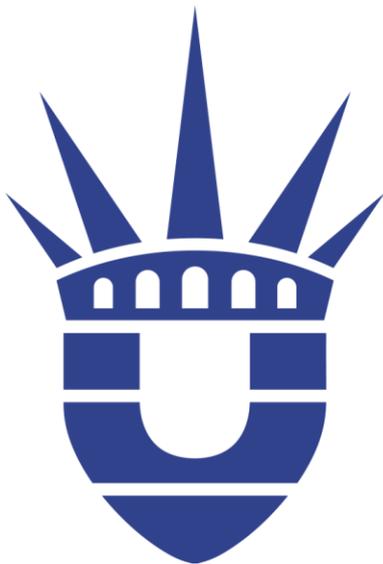
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