BUSINESS ADMINISTRATION, MBA

The MBA degree prepares students for executive and managerial positions in both the private and public sectors. The degree includes broad preparation in business administration, while allowing for a concentration in a specific business or related area. Emphasis is placed on the development of problem-solving and decision-making abilities.

Requirements

To earn the MBA, students must successfully complete 37 credit hours. Typically, this includes 13 courses: a 1-credit-hour orientation course, eight core courses, three courses in an area of concentration, and one elective. Students whose academic preparation or work experience has given them a sufficient degree of expertise in a specific subject may petition to take a more advanced course in lieu of a particular core course. Of the 12 courses required for the degree, at least nine must be offered in the College of Business. If the concentration selected is outside the College of Business, then the elective must be a Business course.

Three related courses constitute a concentration. Within the Heller College of Business, students may choose from the following areas: accounting, business forensics, finance, hospitality management, human resource management, information systems, international business, leadership, management, marketing, real estate, social entrepreneurship, and strategic management. Students also have the option of choosing a concentration from another graduate program within the university. These options and variations open a variety of career paths to MBA graduates. These concentrations are: economics, hospitality management, industrial/organizational psychology, integrated marketing communications, nonprofit management, public administration/health services administration, and training and development.

Students may also propose an individualized concentration composed of at least three graduate-level courses offered anywhere in the university. These proposals must be described in detail with a solid rationale for the appropriateness of the plan. The college will give serious consideration to any individualized concentration that is challenging, coherent, and supportive of the student’s educational objectives.

Course Requirements

Students should plan their programs of study so that all prerequisites are completed before enrollment in MGMT 489 STRATEGIC MANAGEMENT – SINGLE BUSINESS ORGANIZATIONS.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BADM 401</td>
<td>GRADUATE BUSINESS ORIENTATION</td>
<td>1</td>
</tr>
<tr>
<td><strong>Core Courses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACCT 405</td>
<td>ACCOUNTING FOR EXECUTIVES</td>
<td>3</td>
</tr>
<tr>
<td>ECON 403</td>
<td>ECONOMICS FOR DECISION MAKERS</td>
<td>3</td>
</tr>
<tr>
<td>FIN 408</td>
<td>FINANCE FOR DECISION MAKERS</td>
<td>3</td>
</tr>
<tr>
<td>INFS 401</td>
<td>INFORMATION RESOURCE MANAGEMENT</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 403</td>
<td>QUANTITATIVE ANALYSIS FOR MANAGERS</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 407</td>
<td>EXECUTIVE LEADERSHIP</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 489</td>
<td>STRATEGIC MANAGEMENT – SINGLE BUSINESS ORGANIZATIONS</td>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MKTG 406</td>
<td>MARKETING STRATEGY: THEORY &amp; PRACTICE</td>
<td>3</td>
</tr>
</tbody>
</table>

Concentration Options within the College of Business

**Accounting Concentration**

**Required:**

- ACCT 406 ISSUES IN ASSET VALUATION
- ACCT 407 ISSUES IN INCOME DETERMINATION

**Choose one of the following:**

- ACCT 414 ADVANCED ACCOUNTING
- ACCT 433 PROFESSIONAL PRACTICE OF AUDITING
- ACCT 442 ADVANCED COST & MANAGERIAL ACCOUNTING
- ACCT 447 INTERNATIONAL ACCOUNTING
- ACCT 450 ACCOUNTING INFORMATION SYSTEMS
- ACCT 454 GOVERNMENTAL & NONPROFIT ACCOUNTING
- ACCT 456 FEDERAL TAXATION
- ACCT 457 ADVANCED FEDERAL INCOME TAX & RESEARCH
- ACCT 491 ACCOUNTING RESEARCH & ANALYSIS
- ACCT 492 PROFESSIONAL ACCOUNTING INTERNSHIP
- ACCT 493 SEMINAR: THEORY & CASES FINANCIAL MANAGEMENT

**Total Credit Hours**

**Accounting Forensics Concentration**

Select three of the following:

- ACCT 471 FRAUD EXAMINATION
- ACCT 473 FINANCIAL STATEMENTS AND FRAUD
- ACCT 474 ANTI-MONEY LAUNDERING
- ACCT 475 COMPUTER FORENSICS & AUDITING
- ACCT 477 TOPICS IN BUSINESS FORENSICS
- ACCT 492 PROFESSIONAL ACCOUNTING INTERNSHIP

**Total Credit Hours**

**Finance Concentration**

Select three of the following:

- FIN 454 INTERNATIONAL FINANCIAL ANALYSIS
- FIN 482 THEORY & CASES FINANCIAL MANAGEMENT
- FIN 483 CAPITAL MARKETS & FINANCIAL INSTITUTIONS

**Total Credit Hours**
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>FIN 485</td>
<td>INVESTMENT THEORY</td>
</tr>
<tr>
<td>FIN 487</td>
<td>DERIVATIVES (Advanced Financial Instruments)</td>
</tr>
<tr>
<td>FIN 492</td>
<td>PROFESSIONAL FIN INTERNSHIP</td>
</tr>
<tr>
<td>FIN 495</td>
<td>FINANCE INDEPENDENT STUDY</td>
</tr>
<tr>
<td></td>
<td><strong>Total Credit Hours</strong> 9</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Human Resource Management Concentration</strong></td>
</tr>
<tr>
<td></td>
<td>Select three of the following:</td>
</tr>
<tr>
<td></td>
<td><strong>Total Credit Hours</strong> 9</td>
</tr>
<tr>
<td>HRM 400</td>
<td>STRATEGIC ISSUES IN HUMAN RESOURCES</td>
</tr>
<tr>
<td>HRM 405</td>
<td>LEGAL ISSUES IN HUMAN RESOURCE</td>
</tr>
<tr>
<td>HRM 428</td>
<td>WORKPLACE DIVERSITY</td>
</tr>
<tr>
<td>HRM 430</td>
<td>EMPLOYEE BENEFITS</td>
</tr>
<tr>
<td>HRM 432</td>
<td>LABOR AND EMPLOYEE RELATIONS</td>
</tr>
<tr>
<td>HRM 434</td>
<td>EMPLOYEE SELECTION &amp; STAFFING</td>
</tr>
<tr>
<td>HRM 438</td>
<td>COMPENSATION MANAGEMENT</td>
</tr>
<tr>
<td>HRM 492</td>
<td>PROFESSIONAL HUMAN RESOURCE MANAGEMENT INTERNSHIP</td>
</tr>
<tr>
<td>HRM 493</td>
<td>SEMINAR IN HUMAN RESOURCE MANAGEMENT</td>
</tr>
<tr>
<td>HRM 495</td>
<td>HUMAN RESOURCE MANAGEMENT INDEPENDENT STUDY</td>
</tr>
<tr>
<td>MGMT 474</td>
<td>MANAGEMENT CONSULTING</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Hospitality Management Concentration</strong></td>
</tr>
<tr>
<td>HOSM 400</td>
<td>ISSUES/TRENDS IN THE HOSPITALITY MANAGEMENT INDUSTRY</td>
</tr>
<tr>
<td>HOSM 410</td>
<td>APPLIED RESEARCH METHODS IN HOSPITALITY MANAGEMENT</td>
</tr>
<tr>
<td>HOSM 430</td>
<td>HOSPITALITY OPERATIONS ANALYSIS</td>
</tr>
<tr>
<td></td>
<td><strong>Total Credit Hours</strong> 9</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Information Systems Concentration</strong></td>
</tr>
<tr>
<td></td>
<td>Select three of the following:</td>
</tr>
<tr>
<td></td>
<td><strong>Total Credit Hours</strong> 9</td>
</tr>
<tr>
<td>INFS 402</td>
<td>BUSINESS ANALYSIS</td>
</tr>
<tr>
<td>INFS 412</td>
<td>DATABASE SYSTEMS</td>
</tr>
<tr>
<td>INFS 413</td>
<td>SEMINAR IN INFORMATION SECURITY</td>
</tr>
<tr>
<td>INFS 421</td>
<td>ACCOUNTING INFORMATION SYSTEMS</td>
</tr>
<tr>
<td>INFS 430</td>
<td>GLOBAL ISSUES IN INFORMATION SYSTEMS</td>
</tr>
<tr>
<td>INFS 440</td>
<td>SYSTEMS ANALYSIS AND DESIGN</td>
</tr>
<tr>
<td>INFS 441</td>
<td>SYSTEMS DESIGN &amp; IMPLEMENTATION</td>
</tr>
<tr>
<td>INFS 451</td>
<td>DECISION SUPPORT SYSTEMS</td>
</tr>
<tr>
<td>INFS 471</td>
<td>MANAGEMENT OF INFORMATION SYSTEMS</td>
</tr>
<tr>
<td>INFS 488</td>
<td>PROJECT MANAGEMENT</td>
</tr>
<tr>
<td>INFS 492</td>
<td>PROFESSIONAL INFORMATION SYSTEMS INTERNSHIP</td>
</tr>
<tr>
<td>INFS 495</td>
<td>INDEPENDENT STUDY</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>International Business Concentration</strong></td>
</tr>
<tr>
<td></td>
<td>Select three of the following:</td>
</tr>
<tr>
<td></td>
<td><strong>Total Credit Hours</strong> 9</td>
</tr>
<tr>
<td>ACCT 447</td>
<td>INTERNATIONAL ACCOUNTING</td>
</tr>
<tr>
<td>FIN 454</td>
<td>INTERNATIONAL FINANCIAL ANALYSIS</td>
</tr>
<tr>
<td>INFS 430</td>
<td>GLOBAL ISSUES IN INFORMATION SYSTEMS</td>
</tr>
<tr>
<td>MGMT 452</td>
<td>INTERNATIONAL BUSINESS ENVIRONMENT ANALYSIS</td>
</tr>
<tr>
<td>MGMT 453</td>
<td>INTERNATIONAL MANAGEMENT &amp; LEADERSHIP</td>
</tr>
<tr>
<td>MGMT 454</td>
<td>INTERNATIONAL EXPERIENCE</td>
</tr>
<tr>
<td>MKTG 492</td>
<td>PROFESSIONAL MANAGEMENT INTERNSHIP</td>
</tr>
<tr>
<td>MKTG 456</td>
<td>INTERNATIONAL MARKETING ANALYSIS</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Management Concentration</strong></td>
</tr>
<tr>
<td></td>
<td>Select three of the following:</td>
</tr>
<tr>
<td></td>
<td><strong>Total Credit Hours</strong> 9</td>
</tr>
<tr>
<td>MGMT 402</td>
<td>BUSINESS ANALYSIS</td>
</tr>
<tr>
<td>MGMT 405</td>
<td>SOCIAL ENTREPRENEURSHIP I: CREATING THE VISION</td>
</tr>
<tr>
<td>MGMT 406</td>
<td>SOCIAL ENTREPRENEURSHIP II: IMPLEMENTATION</td>
</tr>
<tr>
<td>MGMT 421</td>
<td>OPERATIONS MANAGEMENT</td>
</tr>
<tr>
<td>MGMT 423</td>
<td>BEHAVIORAL SCIENCE SYSTEM FOR MANAGEMENT</td>
</tr>
<tr>
<td>MGMT 445</td>
<td>BUSINESS FORECASTING</td>
</tr>
<tr>
<td>MGMT 452</td>
<td>INTERNATIONAL BUSINESS ENVIRONMENT ANALYSIS</td>
</tr>
<tr>
<td>MGMT 453</td>
<td>INTERNATIONAL MANAGEMENT &amp; LEADERSHIP</td>
</tr>
<tr>
<td>MGMT 454</td>
<td>INTERNATIONAL EXPERIENCE</td>
</tr>
<tr>
<td>MGMT 465</td>
<td>ORGANIZATIONAL THEORY</td>
</tr>
<tr>
<td>MGMT 470</td>
<td>ORGANIZATIONAL CHANGE AND DEVELOPMENT</td>
</tr>
<tr>
<td>MGMT 472</td>
<td>CEO, TOP MANAGEMENT, AND THE BOARD</td>
</tr>
<tr>
<td>MGMT 474</td>
<td>MANAGEMENT CONSULTING</td>
</tr>
<tr>
<td>MGMT 488</td>
<td>PROJECT MANAGEMENT</td>
</tr>
<tr>
<td>MGMT 491</td>
<td>SPECIAL TOPICS IN MANAGEMENT</td>
</tr>
<tr>
<td>MGMT 492</td>
<td>PROFESSIONAL MANAGEMENT INTERNSHIP</td>
</tr>
<tr>
<td>MGMT 495</td>
<td>MANAGEMENT INDEPENDENT STUDY</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Marketing Concentration</strong></td>
</tr>
<tr>
<td></td>
<td>Select three of the following:</td>
</tr>
<tr>
<td></td>
<td><strong>Total Credit Hours</strong> 9</td>
</tr>
<tr>
<td>MKTG 425</td>
<td>COMMUNICATION &amp; CONSUMER BEHAVIOR</td>
</tr>
<tr>
<td>MKTG 426</td>
<td>RESEARCH FOR MARKETING DECISIONS</td>
</tr>
<tr>
<td>MKTG 440</td>
<td>BUSINESS PLAN &amp; STRATEGY NEW VENTURES</td>
</tr>
</tbody>
</table>
MKTG 456  INTERNATIONAL MARKETING ANALYSIS
MKTG 492  PROFESSIONAL MARKETING INTERNSHIP
MKTG 495  MARKETING INDEPENDENT STUDY

Total Credit Hours 9

Real Estate Concentration
Select three of the following courses:

REES 401  REAL ESTATE PROCESS
REES 405  URBAN LAND ECONOMICS
REES 411  REAL ESTATE FINANCE AND INVESTMENT
REES 415  REAL ESTATE VALUATION
REES 421  REAL ESTATE LAW
REES 425  REAL ESTATE LEASING
REES 431  REAL ESTATE MANAGEMENT & MARKETING
REES 441  REAL ESTATE DESIGN & FEASIBILITY
REES 451  PUBLIC/PRIVATE DEVELOPMENT
REES 461  PROJECT AND CONSTRUCTION MANAGEMENT
REES 481  REAL ESTATE DEVELOPMENT
REES 492  PROFESSIONAL REAL ESTATE INTERNSHIP
REES 493  SPECIAL TOPICS IN REAL ESTATE

Total Credit Hours 9

Social Entrepreneurship Concentration

MKTG 440  BUSINESS PLAN & STRATEGY NEW VENTURES
SENT 405  SOCIAL ENTREPRENEURSHIP I: CREATING THE VISION
SENT 406  SOCIAL ENTREPRENEURSHIP II: IMPLEMENTATION

Total Credit Hours 9

Examples of Concentration Options outside of the College of Business Economics Concentration
Select three courses at the 400-level from Economics (ECON)

Total Credit Hours 9

Integrated Marketing Communications Concentration
MBA candidates who wish to concentrate on Integrated Marketing Communications (IMC) must take the following classes in sequence:

IMC 409  METHODS OF IMC
IMC 446  BRAND PLANNING AND MESSAGE STRATEGY

Choose one 400-level IMC course (Excluding: IMC 401, IMC 480, and IMC 499

Total Credit Hours 9

MBA students are not allowed to take any IMC classes for which they do not have the prerequisites. MKTG 406 MARKETING STRATEGY: THEORY & PRACTICE is accepted as a substitute for IMC 401 BRAND MARKETING AND COMMUNICATIONS.

Industrial/Organizational Psychology Concentration
Select three of the following:

PSYC 462  ORGANIZATIONAL PSYCHOLOGY
PSYC 662  CONFLICT RESOLUTION IN ORGANIZATIONS
PSYC 672  ORG CULTURE, PERS. STRATEGY
PSYC 673  CONSULTING SKILLS

Total Credit Hours 9

Managing Nonprofit Organizations Concentration
Select three of the following:

PADM 419  STRATEGIC PLANNING FOR PUBLIC ADMINISTRATION
PADM 421  THE NONPROFIT SECTOR IN THE UNITED STATES
PADM 423  PROGRAM EVALUATION FOR NONPROFIT ORGANIZATIONS

Total Credit Hours 9

Public Administration / Health Services Administration Concentration
Select three of the following:

PADM 408  TOPICS IN POLICY MAKING
PADM 450  HEALTH, ILLNESS, & MEDICINE IN AMERICAN SOCIETY
PADM 451  INTRODUCTION HEALTH SERVICES
PADM 453  MEDICAL ETHICS AND THE LAW
PADM 455  MANAGED CARE & INTEG SERV NET
PADM 456  ECONOMIC ISSUES HEALTH SERVICE MANAGEMENT
PADM 458  MARKETING HEALTH MANAGEMENT
PADM 459  LONG TERM CARE ADMINISTRATION

Total Credit Hours 9

Training and Development Concentration
Required TRDV Course

TRDV 400  INTRODUCTION TO TRAINING & DEVELOPMENT

Choose two of the following:

TRDV 411  INSTRUCTIONAL METHODS & DELIVERY
TRDV 422  ADULT LEARNING THEORY AND APPLICATION
TRDV 435  ORGANIZATION DEVELOPMENT
TRDV 450  LEARNING TECHNOLOGIES

Total Credit Hours 9