

# Business Administration MBA

This plan leads to the Masters of Business Administration (MBA). The MBA degree requires a minimum of 36 hours: Eight required courses (24 hours) and four elective courses (12 hours). Depending on a student's academic background, an additional foundation course (3 hours) may be required.

## Degree Requirements

### Foundation Requirements (3 hours)

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BAPA 5031	Survey of Business Principles Credit Hours: 3

### Core Requirements (24 hours)

MBA Core Requirements	
ACCT 5131	Accounting for Administrative Control Credit Hours: 3
BAPA 5131	The Global Environment of Business Credit Hours: 3
DSCI 5431	Management Science and Operations Credit Hours: 3
ECON 5136	Managerial Economics Credit Hours: 3
FINC 5133	Corporate Finance Credit Hours: 3
MGMT 5032	Human Behavior in Organizations Credit Hours: 3
MGMT 6731	Strategic Management Seminar (Capstone) Credit Hours: 3
MKTG 5332	Executive Decisions in Marketing Credit Hours: 3

Twelve hours of additional electives are required. Electives should be selected from graduate level courses taught in the College of Business. Students desiring to use their electives in courses taught by other colleges in the university must petition the Department Chair of their program for approval prior to enrolling. Course work at the 33xx or 43xx level may not be included.

## MBA Concentrations

Students may use their four elective courses (12 hours) to pursue a concentration while completing their degree. Selecting a concentration provides students with an opportunity to focus on a specific area of interest by taking a select group of specialized elective courses. The MBA program offers a broad array of concentrations to prepare students to meet the demands of a complex and constantly changing marketplace. The requirements of the MBA degree with a concentration contains a minimum of 36 hours.

### Concentration Requirements (12 hours)

#### MBA Customized Concentraion

The customized concentration is available to MBA students whose career ambitions go beyond a defined concentration. Students need to submit a proposal and get the proposal approved by the MBA program director and program adviser. At least 9 credit hours need to be selected from College of Business graduate courses. The concentration is subject to course availability. Most elective courses are taught on a rotation basis and not available every semester. The remaining 3 credit hours may be selected from the courses listed in the MBA concentrations list.

#### MBA Concentration in Business Analytics

This concentration is designed to allow students the opportunity to develop the skills necessary to organize, describe, and analyze big data repositories to uncover new business insights.

For the concentration in Business Analytics, students will be required to complete the following three courses (9 hours):

DSCI 5131	Business Analytics I Credit Hours: 3
DSCI 5231	Business Analytics II Credit Hours: 3
ISAM 5330	Management Information Systems Credit Hours: 3

Plus, one course (3 hours) selected from the following list:

ISAM 5431	ERP System Concepts and Practices Credit Hours: 3
MGMT 6135	Data Visualization and Communication Credit Hours: 3

### MBA Concentration in Environmental Management

For the concentration in Environmental Management, students will be required to complete the following two courses (6 hours):

ENVR 5332	Environmental Law Credit Hours: 3
ENVR 6133	Environmental Risk Management Credit Hours: 3

### Additional Information

The other two courses (6 hours) can be selected from any graduate Environmental Management course listed in the university catalog.

### MBA Concentration in Finance

This concentration features courses designed to develop competencies in financial concepts, analytical tools and skills. Through a variety of elective courses, the concentration helps students learn about different aspects of finance including corporate financial management, financial statement analysis, investments, portfolio management, derivatives, international finance and banking.

For the concentration in Finance, students will be required to complete four courses (12 hours) selected from the following list:

FINC 5131	The Financial System Credit Hours: 3
FINC 5231	Quantitative Methods in Finance Credit Hours: 3
FINC 5331	Treasury Management Practices Credit Hours: 3

	Credit Hours: 3
FINC 5332	Financial Statement Analysis Credit Hours: 3
FINC 5333	Personal Wealth Management Credit Hours: 3
FINC 5931	Research Topics in Finance Credit Hours: 3
FINC 6131	Commercial Banking Credit Hours: 3
FINC 6231	Investment Management Credit Hours: 3
FINC 6233	Options and Futures Credit Hours: 3
FINC 6234	Portfolio Management Credit Hours: 3
FINC 6531	International Finance Credit Hours: 3
FINC 6731	Seminar in Finance (Capstone) Credit Hours: 3

### MBA Concentration in Human Resource Management

This concentration is designed for students interested in a career relating to the Human Resources function but who still want the broad scope of business knowledge provided by the MBA. Students will take three required courses that will survey the field of HR plus an additional elective corresponding to their specialty area.

For the concentration in Human Resource Management, students will be required to complete the following three courses (9 hours):

HMRS 5131	Human Resource Management Processes Credit Hours: 3
HMRS 5231	Legal Environment of Human Resource Management I Credit Hours: 3
HMRS 5435	Employee Planning, Staffing and Selection Credit Hours: 3

Plus, complete one course (3 hours) selected from the following list:

HMRS 5433	Compensation and Benefits Credit Hours: 3
HMRS 5531	Training and Development Credit Hours: 3

MGMT 5332	Labor Relations Credit Hours: 3
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### MBA Concentration in International Business

This concentration is designed to equip students with the knowledge and skills to conduct business and gain a competitive edge in a global economy. The courses provide a solid background in financial, accounting, cultural and strategic aspects of international business management.

For the concentration in International Business, students will be required to complete the following three courses (9 hours):

ACCT 5531	International Accounting Credit Hours: 3
FINC 6531	International Finance Credit Hours: 3
MGMT 6334	Global Sustainability and Strategic Advantage Credit Hours: 3

Plus, complete one course (3 hours) selected from the following list:

MGMT 6333	Seminar in International Management Credit Hours: 3
MKTG 5533	Seminar in International Marketing Credit Hours: 3
FINC 6533	Seminar in International Finance Credit Hours: 3
MGMT 5434	Negotiation Skills and Strategies Credit Hours: 3
EMGT 5631	Supply Chain Management Credit Hours: 3
DSCI 5531	Introduction to Supply Chain Management Credit Hours: 3

### Additional Information

The seminar courses (MGMT 6333, MKTG 5533, OR FINC 6533) may be substituted for each other. Credit for only one course is allowed.

The project management courses (EMGT 5631 or DSCI 5531) can be substituted for each other. Credit for only one course is allowed.

### MBA Concentration in Leadership

This concentration allows students the opportunity to develop the skills necessary to lead teams and organizations (public or private) within the context of ever-changing environmental demands.

For the concentration in Leadership, students will be required to complete the following two courses (6 hours):

MGMT 5439	Positive Leadership and Ethical Action Credit Hours: 3
MGMT 6237	Comparative Leadership Credit Hours: 3

Plus, complete two courses (6 hours) selected from following lists: List A

MGMT 5133	Teamwork and Leadership Skills: Theory in Practice Credit Hours: 3
MGMT 5135	Organizational Transformation, Learning, and Design Credit Hours: 3
MGMT 6331	Organizational Development Credit Hours: 3
PSYC 5334	Change and Organizational Development Credit Hours: 3
SOCI 5337	Complex Organizations Credit Hours: 3

### Additional Information

Courses with the rubric PSYC and SOCI are only allowed when the student completes the Leadership Concentration. PSYC and SOCI courses will not count as elective for general MBA.

SOCI 5430 may be substituted for PSYC 5334. Credit for only one course is allowed.

List B	
HMRS 5131	Human Resource Management Processes Credit Hours: 3
MGMT 5234	Leading Non-Profit Institutions Credit Hours: 3
MGMT 5434	Negotiation Skills and Strategies Credit Hours: 3
SOCI 5337	Complex Organizations Credit Hours: 3
SOCI 5433	Social Conflict and Mediation Credit Hours: 3
PSYC 5333	Leadership in Organizations Credit Hours: 3
EMGT 5430	Professional Project Management Credit Hours: 3

**Additional Information**

Students must pick at least one course from List A.

Courses with the rubric PSYC and SOCI are only allowed when the student completes the Leadership Concentration. PSYC and SOCI courses will not count as elective for general MBA.

SOCI 5339 may be substituted for PSYC 5333. Credit for only one course is allowed.

**MBA Concentration in Management Information Systems**

This concentration allows students to gain knowledge in fundamental concepts of a rapidly growing field of information technology (IT) and its use in businesses. Students learn concepts such as data warehousing, business analytics, data base systems, business programming, and enterprise resource planning systems. They understand how IT is revolutionizing the current business environment.

For the concentration in Management Information Systems, students will be required to complete the following two courses (6 hours):

ISAM 5030	Fundamentals of Business Programming Applications Credit Hours: 3
ISAM 5330	Management Information Systems

	Credit Hours: 3
ISAM 5331	Fundamentals of Databases and Business Intelligence Credit Hours: 3

Plus, select two courses (6 hours) from any graduate ISAM course listed in the university catalog.

**Additional Information**

- Any graduate ISAM courses for which the prerequisites are met.
- (\*The one course not taken from List A may be included in these 6 hours).
- ISAM 5030—required of students without 6 hours of college-level programming with a grade of at least a C on a transcript.

**MBA Concentration in Management of Technology**

This concentration allows students to gain knowledge of how to develop technological innovations, forecast adoption, bring them to market, protect intellectual property and how to manage and motivate the subject matter experts that create them.

For the concentration in Management of Technology, students will be required to complete the following two courses (6 hours):

MGMT 5636	Management of Technology Credit Hours: 3
MGMT 5638	Leading Technology Credit Hours: 3

Plus, complete two courses (6 hours) selected from the following list:

MGMT 5233	Entrepreneurship and Corporate Venturing Credit Hours: 3
MGMT 5133	Teamwork and Leadership Skills: Theory in Practice Credit Hours: 3
HMRS 5131	Human Resource Management Processes Credit Hours: 3
EMGT 5430	Professional Project Management Credit Hours: 3

**MBA Concentration in Sustainability**

This concentration aims to educate students on the opportunities and challenges faced by organizations who seek economic, social and environmental achievements, which constitute the foundation of a sustainable

economy. The program seeks to integrate the perspectives of multiple stakeholders impacted by the pursuit for sustainable economies. The coursework deals with aspects of environmental economics, protection, regulation, resilience, and strategy to prepare students to play leading roles in the green economy.

For the concentration in Sustainability, students will be required to complete the following three courses (9 hours):

ENVR 5131	Foundations in Sustainability Credit Hours: 3
MGMT 6334	Global Sustainability and Strategic Advantage Credit Hours: 3
ENVR 5331	Environmental Economics Credit Hours: 3

### Additional Information

- ENVR 5131 may be substituted for MGMT 6131. Credit for only one course is allowed.
- MGMT 6334 may be substituted for ENVR 5132. Credit for only one course is allowed.
- ENVR 5331 may be substituted for ECON 5137. Credit for only one course is allowed.

Plus, complete one course (3 hours) selected from the following list:

ENVR 5332	Environmental Law Credit Hours: 3
MGMT 5439	Positive Leadership and Ethical Action Credit Hours: 3
MGMT 5234	Leading Non-Profit Institutions Credit Hours: 3
MGMT 5434	Negotiation Skills and Strategies Credit Hours: 3
EMGT 5430	Professional Project Management Credit Hours: 3
ENVR 6333	Coastal Resilience Credit Hours: 3
MGMT 5931	Research Topics in Management Credit Hours: 3

### Additional Information

MGMT 5931 Special topics course should include Sustainability in the title.