

MASTER OF BUSINESS ADMINISTRATION (MBA)

Department website (<https://www.uwp.edu/learn/programs/mba/>)

College: College of Business, Economics, and Computing

Professional Accreditations or Memberships:

The Master of Business Administration program (MBA) is accredited by AACSB International – the Association to Advance Collegiate Schools of Business. Fewer than 5 percent of business programs worldwide and less than 30 percent in the United States meet the rigorous standards of quality set by AACSB International.

Goals of the MBA Program

The goals of the MBA program are to provide a graduate education that develops students' knowledge of critical business issues and current management strategies; and prepares these students for advanced management positions and entrepreneurial ventures. The program covers a variety of concepts and analytical tools. It presumes that an executive must know how to obtain and evaluate relevant information; approach tasks logically, systematically and in teams; analyze problems; arrive at reasonable generalizations; develop creative solutions; work in a diverse environment; and direct action to achieve concrete results. The MBA program includes examination of the impact of both domestic and global environments on an organization's operation.

The MBA program focus is on the needs of mature students who have the educational background, experience, and degree of intellectual curiosity essential for graduate-level study. The classes are open to master's degree candidates and special students who meet the admission criteria. Students can choose to complete the program on campus or fully online. The MBA degree can be finished in as few as 12 months although many students are part-time and move at their own pace. All of the MBA courses are offered in a seven-week format and students may begin the program at six points throughout the year (two per semester). The MBA program requires a concentration. There are seven concentrations available and students must complete a minimum of one concentration but may complete up to a maximum of three. Courses are offered both on campus in the evening and online.

Foundation Courses

All MBA candidates must have or obtain knowledge of fundamentals in the following areas: accounting, economics, finance, and statistics. Students who have not completed college courses in these areas through previous studies (with a grade of C or better) will be required to complete the following foundation courses (with a grade of C or better):

Code	Title	Credits
MBA 502	Accounting and Finance Fundamentals For Business	2
MBA 512	Foundations in Statistics and Economics	2

Foundations courses must be completed prior to taking any 700-level required core or concentration courses in those areas (e.g. MBA 502 Accounting and Finance Fundamentals For Business is required prior to MBA 702 Managerial Accounting and MBA 732 Corporate Financial Management). Please note that most MBA courses also require a working

knowledge of MS Excel and students are encouraged to strengthen that knowledge in preparation for coursework.

MBA Consortium

In an effort to offer additional MBA courses on occasion, the MBA consortium was developed and used. The participating universities are UW-Parkside, UW-Eau Claire, UW-La Crosse, and UW-Oshkosh.

Elective courses may also be offered through the consortium, but must be approved by the MBA program director or adviser prior to registration. MBA consortium courses taken for elective credit from non-UW-Parkside instructors are considered transfer courses and therefore subject to the 6-credit transfer rule.

Communicate with the MBA program director or advisor for additional information.

Note: MBA consortium classes are only approved for students on an exceptional basis.

Transfer Policy

Graduate-level work completed at other AACSB accredited institutions may be transferred only toward the MBA required core courses at UW-Parkside but are subject to the following provisions:

- A maximum of 6 credits may be transferred toward required core courses (all courses toward a concentration must be completed at UW-Parkside);
- Only courses with a grade of B or better can be transferred;
- The student must petition for the transfer upon admission to the program. Transfer credit will be formally granted after the student has successfully completed a minimum of 8 semester hours of graduate course work at UW-Parkside;
- The courses that the student is requesting to transfer must form an integral part of the student's proposed program of study;
- An admitted student who plans to take a course at another institution and transfer it back to UW-Parkside must obtain prior permission from the MBA program director.

Additional Program Policies

1. Students delaying entry after admission to the MBA program will be covered under the policies and will have to meet the requirements that are in effect at the time at which they complete their first course toward the MBA program.
2. Students are required to apply for graduation through the Office of the Registrar by the appropriate deadlines.
3. Students may switch from face-to-face to fully online (or vice versa) only once.
4. Students are required to complete a minimum of one concentration to complete requirements for the MBA degree program. Students may elect to complete up to a maximum of three concentrations as they work toward their degree. Concentrations must be declared at the beginning of their studies and must be completed prior to graduation. Each course taken can only count toward one concentration. If you utilize financial aid, reimbursement options, or are an athlete, please check on eligibility requirements before declaring multiple concentrations. For students that do not choose a concentration at application, the default is general management.

- Students in MBA Online classes have a registration deadline of the Tuesday prior to the first day of the class.
- Students in MBA online classes are required to pay tuition prior to the first day of class and will be dropped for non-payment if this deadline is not met.
- Students in the online program are not eligible to take courses through the MBA consortium program.

Graduate Distinction

Students who earn a cumulative graduate grade point average of 3.83 or higher will graduate "with distinction" from the MBA program.

Beta Gamma Sigma is the honor society serving business programs accredited by AACSB International. Beta Gamma Sigma faculty members invite qualified business students for membership based on academic excellence.

Requirements for the Master of Business Administration

Code	Title	Credits
Required Core Courses		
MBA 700	Creative and Innovative Management	2
MBA 702	Managerial Accounting	2
MBA 715	Advanced Operations Management	2
MBA 716	Project Management	2
MBA 720	Information Technology for Business Decision Making	2
MBA 732	Corporate Financial Management	2
MBA 741	Contemporary Challenges in Managing Organizations	2
MBA 742	Leadership: Theory, Application, and Skill Development	2
MBA 746	Advanced Global Management	2
MBA 752	Marketing Management	2
MBA 793	Competitive Decision Making	2
MBA 796	Advanced Strategic Management ¹	2
Concentration Courses ²		
Select one concentration		6
Total Credits		30

¹ MBA 796 Advanced Strategic Management should be completed in the last fall, spring, or summer session prior to graduation.

² Other MBA elective classes may count toward a concentration with the approval of the MBA program director or advisor.

Required course waivers: A student may be waived out of the required graduate course in the functional area in which the student has completed a major (or equivalent). A student waived out of a required course must take an additional elective course that is approved by the MBA advisor.

Concentration Options

Students are required to complete a minimum of one concentration to complete requirements for the MBA degree program. Students may elect to complete up to a maximum of three concentrations as they work

toward their degree. Concentrations must be declared at the beginning of their studies and must be completed prior to graduation. Each elective course taken can only count toward one concentration. If you utilize financial aid, reimbursement options, or are an athlete, please check on eligibility requirements before declaring multiple concentrations.

Data Analytics

Code	Title	Credits
MBA 729	Technologies For Data Analytics	2
Select two of the following:		4
MBA 758	Social Media Marketing	
MBA 761	Optimization Techniques	
MBA 762	Supply Chain Analytics	
Total Credits		6

Finance

Code	Title	Credits
Select three of the following:		6
MBA 730	Financial Technology and Innovation	
MBA 733	Investments	
MBA 735	International Financial Management	
MBA 739	Financial Institution Management	
Total Credits		6

Global Management

Code	Title	Credits
MBA 718	Global Supply Chain Management	2
MBA 735	International Financial Management	2
MBA 750	Global Marketing Management	2
Total Credits		6

Marketing

Code	Title	Credits
Select three of the following:		6
MBA 750	Global Marketing Management	
MBA 753	Integrated Marketing Communications	
MBA 757	Sales and Key Account Management	
MBA 758	Social Media Marketing	
MBA 759	Product Management	
MBA 760	Digital Marketing	
Total Credits		6

Human Resources

Code	Title	Credits
Select three of the following:		6
MBA 781	Strategic Compensation	
MBA 786	Strategic Human Resource Management	
MBA 787	Workforce Planning and Staffing	
MBA 788	Performance Management	
MBA 789	Employee Training and Development	
Total Credits		6

Supply Chain Management

Code	Title	Credits
Select three of the following:		6
MBA 718	Global Supply Chain Management	

MBA 762	Supply Chain Analytics
MBA 764	Strategic Sourcing in Digital Supply Chains
MBA 765	Sustainable Logistics and Disaster Management
Total Credits	6

MBA 803	Corporate Taxation for Managers
MBA 804	Accounting Data Analytics
MBA 790	Special Topics
Total Credits	6

Accounting

Code	Title	Credits
Select three of the following: 6		
MBA 801	Financial Statement Analysis and Business Valuation	
MBA 802	Auditing and Forensic Accounting Methods	
MBA 803	Corporate Taxation for Managers	
MBA 804	Accounting Data Analytics	
Total Credits		6

¹ Any MBA course not being used to fulfill requirements for core or an additional concentration may be used to fulfill requirements for this concentration.

University Requirements for Master’s Degree Programs

To receive a master’s degree from UW-Parkside, students must meet the following minimum requirements (note that individual programs may impose more stringent requirements):

1. Complete at least 30 graduate credits, of which no more than 12 may be transferred from another institution.
2. Have an overall GPA of at least 3.00 for all graduate work taken at UW-Parkside that is applicable to the degree program.
3. Satisfy all requirements of the graduate degree program.

Program and Project Management

Code	Title	Credits
Select three of the following: 6		
MBA 771	Agile and Waterfall Project Management	
MBA 773	Resource Management and Budgeting	
MBA 774	Project Leadership and Change Management	
MBA 775	Team Building and Communications in Projects	
Total Credits		6

Students may take no more than seven years to complete a degree, beginning with the semester in which they complete their first course as a UW-Parkside degree-seeking graduate student, unless they apply for and receive an extension through the appropriate graduate program. Some programs may impose a shorter time limit. To graduate, students must file a request for graduation. The request form, signed by the student’s advisor and filed in the appropriate graduate program office, initiates the final review of the candidate’s records. Students also need to apply to graduate with the Office of the Registrar.

General Management

Code	Title	Credits
Select three of the following: ¹ 6		
MBA 718	Global Supply Chain Management	
MBA 729	Technologies For Data Analytics	
MBA 730	Financial Technology and Innovation	
MBA 733	Investments	
MBA 735	International Financial Management	
MBA 739	Financial Institution Management	
MBA 750	Global Marketing Management	
MBA 753	Integrated Marketing Communications	
MBA 757	Sales and Key Account Management	
MBA 758	Social Media Marketing	
MBA 760	Digital Marketing	
MBA 761	Optimization Techniques	
MBA 762	Supply Chain Analytics	
MBA 764	Strategic Sourcing in Digital Supply Chains	
MBA 765	Sustainable Logistics and Disaster Management	
MBA 771	Agile and Waterfall Project Management	
MBA 773	Resource Management and Budgeting	
MBA 774	Project Leadership and Change Management	
MBA 775	Team Building and Communications in Projects	
MBA 781	Strategic Compensation	
MBA 786	Strategic Human Resource Management	
MBA 787	Workforce Planning and Staffing	
MBA 788	Performance Management	
MBA 789	Employee Training and Development	
MBA 801	Financial Statement Analysis and Business Valuation	
MBA 802	Auditing and Forensic Accounting Methods	

For admission into the Master of Business Administration online program, students must hold a bachelor’s degree from an accredited institution and provide transcripts from all accredited institutions previously attended.

Applicants to the program must submit:

1. A completed application (available online) and a non-refundable application fee;
2. Official transcripts from all post-secondary institutions attended other than UW-Parkside, for both undergraduate and graduate-level studies. Transcripts must be sent directly to the UW-Parkside Admissions Office from all post-secondary institutions to be considered in the admission decision.
3. The GMAT is waived for applicants. Students with less than a 2.75 undergraduate GPA will have to provide additional documents, including an updated resume.
4. International students must also submit evidence of English proficiency (e.g., TOEFL, IELTS score), transcript evaluations from a foreign credentials evaluation service, and sponsorship form (see the MBA website for additional information).

Official transcripts from all institutions attended should be mailed directly from the institution(s) to:

Admissions Office
 University of Wisconsin-Parkside
 900 Wood Road
 Kenosha, WI 53141-2000.

Courses in Business Administration

MBA 502 | Accounting and Finance Fundamentals For Business | 2 cr

Introduces financial and managerial accounting principles and tools used in managing businesses.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring, Summer.

MBA 512 | Foundations in Statistics and Economics | 2 cr

Introduces descriptive statistics, probability and expectations, theoretical distributions, sampling distributions, estimation, and hypothesis testing. Focuses on three major macroeconomic variables (GDP, inflation and unemployment) and analysis of both fiscal and monetary policies.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring, Summer.

MBA 700 | Creative and Innovative Management | 2 cr

Focuses on challenges and opportunities associated with being an effective, creative, and innovative manager in the increasingly complex, disruptive, and competitive workplace.

Prerequisites: Admission to MBA program required; or consent of program director.

Offered: Fall, Spring, Summer.

MBA 702 | Managerial Accounting | 2 cr

Delves into the role of accounting in the successful management of business enterprises; identification of relevant cost and revenue information for managerial decisions; application of analytical reasoning and formal models to various business problems.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring, Summer.

MBA 715 | Advanced Operations Management | 2 cr

Reinforces and explores in detail the concepts and techniques of modern operations management. Uses case studies, simulation, and real life business issues to examine new and emerging trends.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring, Summer.

MBA 716 | Project Management | 2 cr

Explores the basics of project planning and control, PERT/CRM, work breakdown structure, cost control, matrix organization, resource scheduling and leveling, and outsourcing; introduces project management software.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring, Summer.

MBA 718 | Global Supply Chain Management | 2 cr

Covers basic terminologies, concepts, and state-of-the-art models that are involved in the design, control, and management of supply chain systems. Includes topics such as network planning, inventory management and risk pooling, strategic alliances, ethics, logistics, and sustainability.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Summer.

MBA 720 | Information Technology for Business Decision Making | 2 cr

Introduces various technologies for business decision making. Includes decision support systems, technologies for achieving operational excellence, enterprise systems, customer relationship management systems, business intelligence systems, data mining, strategic decision making based on data, forecasting.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring, Summer.

MBA 724 | Website Development | 2 cr

Examines how organizations use IT resources to implement web strategies; analyzes and assesses the IT infrastructure used in industries with regard to the organization's IT design and development of basic web pages.

Prerequisites: Admission to MBA Plan required; or consent of program director.

Offered: Occasionally.

MBA 725 | E-Commerce | 2 cr

Examines E-commerce in general. Covers e-commerce technology, developing an e-commerce architecture, business-to-consumer e-commerce, planning for e-commerce, and social implications.

Prerequisites: Admission to MBA Plan required; or consent of program director.

Offered: Occasionally.

MBA 726 | Globalization and Technology | 2 cr

Explores the issues related to international information systems and reviews the possible solutions that lead to successful international applications.

Prerequisites: Admission to MBA Plan required; or consent of program director.

Offered: Occasionally.

MBA 728 | Database Systems Development | 2 cr

Covers database querying, design, creation, developing applications and reports.

Prerequisites: Admission to MBA program required; or consent of program director.

Offered: Occasionally.

MBA 729 | Technologies For Data Analytics | 2 cr

Introduces technologies for data analytics. Includes database technologies and programming for data analytics. Admission to MBA plan required; or consent of program director.

Prerequisites: MBA 720.

Offered: Fall, Spring, Summer.

MBA 730 | Financial Technology and Innovation | 2 cr

Explores various changes in financial technology: financial service to Robo-advising, the banking industry to peer-to-peer lending, digital payments, the capital market to crowdfunding, Initial Coin Offerings (ICO), investments to cryptocurrency, NFT, and risk management to InsurTech.

Prerequisites: Admission to MBA or MBAO plan required; or consent of program director.

Offered: Yearly.

MBA 732 | Corporate Financial Management | 2 cr

Examines the theory and practice of corporate finance; fundamental ideas such as the time value of money and its role in valuation. Applies techniques to major decision areas that face financial managers.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring, Summer.

MBA 733 | Investments | 2 cr

Explores financial investments, theoretical and applied valuation techniques, and modern investment portfolio theory.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring.

MBA 735 | International Financial Management | 2 cr

Discusses the principles of international finance and foreign exchange risk management for multinational corporations.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring.

MBA 738 | Investment Portfolio Management | 2 cr

Deals with the theory and practice of evaluating investments with an emphasis on developing skills for appraising the value of equities and fixed-income securities. A comprehensive internet financial markets trading simulation provides experience in the theory and practice of securities trading and portfolio management.

Prerequisites: MBA 733.

Offered: Occasionally.

MBA 739 | Financial Institution Management | 2 cr

Examines the structure and operation of financial institutions including commercial banks, thrifts, credit unions, insurance companies, security firms and investment banks, finance companies, mutual funds, and pension funds. Covers the techniques used to analyze and manage risks of financial institutions.

Prerequisites: Admission to MBA or MBAO plan required; or consent of program director.

Offered: Fall, Summer.

MBA 741 | Contemporary Challenges in Managing Organizations | 2 cr

Examines traditional theories and contemporary managerial perspectives to optimize organizational effectiveness. Includes leadership, motivation and performance, decision making and empowerment, organization climate, culture and change, individual human processes, and overall global management.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring, Summer.

MBA 742 | Leadership: Theory, Application, and Skill Development | 2 cr

Focuses on the demands of organizational leadership. Examines theories, strategies, and approaches to leadership including the effect of globalization and the role of ethics on leadership.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring, Summer.

MBA 743 | Emotional Intelligence | 2 cr

Explores theory and science behind emotional intelligence, the ability to recognize one's own feelings, and those of others to manage emotions and relationships. Examines application of the component emotional intelligence competencies vital to managing self and others in order to create effective performance and success in the workplace.

Prerequisites: Admission to MBA Plan required; or consent of program director.

Offered: Fall, Spring.

MBA 744 | Management Techniques | 2 cr

Delves into improving management skills, including stress management, oral and written communication, team building, leadership, motivating and empowering others, and conflict management.

Prerequisites: Admission to MBA Plan required; or consent of program director.

Offered: Occasionally.

MBA 745 | Resilience in Organizations | 2 cr

The ability to remain positive under challenging conditions and emerge strengthened is a function of an organization's culture, as well as an employee's individual character. Strategies for reducing risk, increasing protective factors and enhancing coping, with an emphasis of identifying and supporting strengths.

Prerequisites: MBA 541.

Offered: Occasionally.

MBA 746 | Advanced Global Management | 2 cr

Focuses on managing and coordinating diverse workers across national boundaries using case studies and current managerial dilemmas in different cultures.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring, Summer.

MBA 748 | New Venture Formation | 2 cr

Explores the process by which entrepreneurs recognize opportunities, plan, and launch new businesses. Includes extensive casework and the development of a startup business plan as an illustration of principles learned.

Prerequisites: Admission to MBA Plan required; or consent of program director.

Offered: Occasionally.

MBA 749 | Seminar On Executive Management | 2 cr

Explores current challenges of executive management and leadership in complex organizations. Topics vary depending on executive level manager teaching the class. May be repeated for credit with approval of MBA Director.

Prerequisites: Admission to MBA Plan required; or consent of program director.

Offered: Occasionally.

MBA 750 | Global Marketing Management | 2 cr

Examines management techniques in the global context, including increasingly competitive international market dynamics and environmental factors.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Summer.

MBA 752 | Marketing Management | 2 cr

Utilizes case studies to hone analytical and decision making skills for marketing. Focuses on the various kinds of problems in marketing that the modern decision maker must resolve.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring, Summer.

MBA 753 | Integrated Marketing Communications | 2 cr

Reviews aspects of advertising, promotions, and personal selling from the perspective of market management.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring.

MBA 754 | Online Market Research | 2 cr

Provides opportunity to apply multidisciplinary approach to research a product and market segment of interest. Develops skills in finding, assessing, and using online marketing information.

Prerequisites: Admission to MBA Plan required; or consent of program director.

Offered: Occasionally.

MBA 756 | Buyer Behavior | 2 cr

Covers theoretical and applied research and concepts in buying decision processes pertinent to individuals, households, businesses, and other institutions. Includes discussions relating to development, implementation, and evaluation of marketing strategies and implications for e-commerce.

Prerequisites: Admission to MBA Plan required; or consent of program director.

MBA 757 | Sales and Key Account Management | 2 cr

Reviews theory and best practices related to sales and key account management, includes discussion of motivation and incentives, selection, recruitment, and major account strategy.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Summer.

MBA 758 | Social Media Marketing | 2 cr

Explores the use of social media by marketers to increase brand awareness, identify key audiences, generate leads and build meaningful relationships with customers.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Yearly.

MBA 759 | Product Management | 2 cr

Examines the process of developing new products and services and managing existing offerings in a competitive market environment. Includes case studies to illustrate principles.

Prerequisites: Admission to MBA Plan required; or consent of program director.

Offered: Occasionally.

MBA 760 | Digital Marketing | 2 cr

Explores best practices for using data to create and optimize a digital marketing strategy. Introduces digital analytics platforms from a practical marketing perspective. Covers web analytics, simulations, and industry certifications. Not available for students with credit in: MBA 758.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Yearly.

MBA 761 | Optimization Techniques | 2 cr

Covers quantitative techniques managers use to enhance decision-making, including topics such as linear programming and its application, integer linear programming, non-linear programming, decision and risk analysis, and multi-criteria decision.

Prerequisites: Admission to MBA plan required; or consent of program director; MBA 720.

Offered: Fall, Spring, Summer.

MBA 762 | Supply Chain Analytics | 2 cr

Covers quantitative techniques managers use to enhance decision-making, including topics such as supply contract methods, inventory management techniques, network planning, distribution strategies, and supply chain decision making under uncertainty.

Prerequisites: Admission to MBA plan required; or consent of program director; MBA 720.

Offered: Fall, Spring, Summer.

MBA 764 | Strategic Sourcing in Digital Supply Chains | 2 cr

Focuses on skills and management tools to effectively source and procure resources using up-to-date technology.

Prerequisites: Admission to MBA program.

Offered: Yearly.

MBA 765 | Sustainable Logistics and Disaster Management | 2 cr

Examines how to improve logistics and supply chain operations to increase efficiency and create value. Focuses on preventing and overcoming disasters.

Prerequisites: Admission to MBA program.

Offered: Yearly.

MBA 771 | Agile and Waterfall Project Management | 2 cr

Explores application of agile and waterfall project management methodologies.

Prerequisites: Admission to MBA program.

Offered: Yearly.

MBA 773 | Resource Management and Budgeting | 2 cr

Covers efficient ways to allocate and track resources. Examines assigning costs, creating budgets and managing the cash flow.

Prerequisites: Admission to MBA program.

Offered: Yearly.

MBA 774 | Project Leadership and Change Management | 2 cr

Focuses on leadership skills for managing projects through organizational change.

Prerequisites: Admission to MBA program.

Offered: Yearly.

MBA 775 | Team Building and Communications in Projects | 2 cr

Explores team empowerment, diversity and inclusion, communication, and conflict resolution to ensure a project's intended outcome and overall organizational success.

Prerequisites: Admission to MBA program.

Offered: Yearly.

MBA 777 | Business Simulation and Modeling | 2 cr

Focuses on modeling the situations that are commonly observed in manufacturing or service industries. Includes analysis of simulation results and how to make appropriate business decisions.

Prerequisites: Admission to MBA Plan required; or consent of program director.

Offered: Spring.

MBA 781 | Strategic Compensation | 2 cr

Explores strategic use of compensation and benefits to attract, retain and motivate qualified employees. Covers theories underlying effective compensation and benefits systems design including internal alignment, external competitiveness and pay-for-performance.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall.

MBA 786 | Strategic Human Resource Management | 2 cr

Examines human resources management systems to create and sustain competitive advantage; emphasizes an integrate framework that requires linkage between, as well as consistency among, functional HR activities and their alignment with and reinforcement of the organization's competitive strategy.

Prerequisites: Admission to MBA Plan required; or consent of program director.

Offered: Yearly.

MBA 787 | Workforce Planning and Staffing | 2 cr

Explores planning for, recruiting, selecting and retaining an organization's labor force in context of the staffing environment (e.g. EEO laws and regulations, the economy and labor markets) using necessary tools (e.g. statistical measurement).

Prerequisites: Admission to MBA Plan required; or consent of program director.

Offered: Occasionally.

MBA 788 | Performance Management | 2 cr

Examines performance management methods and applicable motivation theories that managers can apply to encourage employees to support the strategic objectives of the organization in different business environments.

Prerequisites: Admission to MBA program required; or consent of program director.

Offered: Occasionally.

MBA 789 | Employee Training and Development | 2 cr

Strategic development of the skillset of employees for an organization's competitive advantage, including training needs assessment, program design, implementation of training programs and training evaluations.

Prerequisites: Admission to MBA program required; or consent of program director.

Offered: Fall, Spring.

MBA 790 | Special Topics | 1-3 cr

Explores special topics in the functional areas of business including topics such as market research, labor/management relations, social responsibilities/ethics, applied multi-variant statistics, management techniques, issues in financial accounting, financial analysis, and information systems evaluating and management. May be repeated with change in topic.

Prerequisites: Admission to MBA or MBAO Plan required; or consent of program director.

Offered: Occasionally.

MBA 793 | Competitive Decision Making | 2 cr

Provides advanced learning experience in competitive decision making through the use of an online business simulations.

Prerequisites: Admission to MBA plan required; or consent of program director.

Offered: Fall, Spring, Summer.

MBA 794 | Internship | 1-3 cr

Provides actual or quasi on-the-job learning experiences in which a student works with a single sponsoring organization under the supervision of a faculty member. Students may not use their current employment for internship credit. May be repeated for credit with different topic. A maximum of four credits of internship, and a total of six credits of internship plus independent study, can be applied toward MBA degree completion. Credit/no-credit grading basis.

Prerequisites: Admission to MBA program required; consent of instructor and program director.

Offered: Fall, Spring, Summer.

MBA 796 | Advanced Strategic Management | 2 cr

Focuses on strategic management as an essential function for all types of organizations and firms. Emphasizes advanced strategic management concepts, particularly business-level and corporate-level strategy formulation, implementation, and control.

Prerequisites: Admission to MBA program required; consent of program director; and any 4 of these 5 courses: MBA 700, MBA 702, MBA 720, MBA 732, and MBA 752.

Offered: Fall, Spring, Summer.

MBA 799 | Independent Study and Research | 2 cr

Provides an opportunity to work on an independent research study or project under the guidance of a faculty member. A maximum of four credits of independent study, and a total of six credits of internship plus independent study, can be applied toward MBA degree completion.

Prerequisites: Admission to MBA or MBAO Plan required; consent of instructor and program director.

Offered: Fall, Spring, Summer.

MBA 801 | Financial Statement Analysis and Business Valuation | 2 cr

Explores financial reporting topics in terms of its effect on assessments of a firm's profitability and risk; illustrates how to use financial statements for decision making.

Prerequisites: Admission to MBA program.

Offered: Yearly.

MBA 802 | Auditing and Forensic Accounting Methods | 2 cr

Focuses on auditing theory and forensic methods. Includes fulfilling internal and external auditing requirements by applying auditing theory and practice, emphasizing audit standards and evidence, and implementing, and adhering to internal controls.

Prerequisites: Admission to MBA program.

Offered: Yearly.

MBA 803 | Corporate Taxation for Managers | 2 cr

Focuses on corporate tax compliance including compliance with federal filing requirements. Concentrates on the managerial tax function, including both administrative input and the use of tax accounting information.

Prerequisites: Admission to MBA program.

Offered: Yearly.

MBA 804 | Accounting Data Analytics | 2 cr

Covers data analytics in accounting while addressing skills to help management identify risks, gain actionable insights, and react quickly to opportunities and/or competitions.

Prerequisites: Admission to MBA program.

Offered: Yearly.