

MBA Courses (Core and Specialization)

Core Courses (8 Required Courses, 24 Credit Hours)	Course Number, Name, Credit Hours, & Description
MBA 5100 - Managerial Accounting	<p>MBA 5100. Managerial Accounting (On Demand; 3) This course covers managerial accounting and cost management practices that can be strategically applied across the various functions of a business organization to improve organizational performance. The course emphasizes the methods available to measure and evaluate costs for decision-making and performance evaluation purposes. Topics include cost behavior and analysis, product and service costing, value analysis and relevant costs for internal decision-making.</p>
<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. Apply the basics of the budgeting process to make managerial recommendations. 2. Conduct cost-volume-profit analysis. 3. Identify unprofitable segments and determine allocation of limited resources. 4. Apply the principles of performance measurement to achieve strategic objectives.
MBA 5110 - Corporate Finance	<p>MBA 5110. Corporate Finance. (On Demand; 3) This course introduces the concepts, principles, and techniques of financial management with emphasize on their application for financial decision-making and policy formation. Topics include cash flow and financial statements, time value of money, bond and stock valuation, risk and return, cost of capital, capital budgeting techniques, making capital investment decision, capital structure policy, dividends and payout policy, and working capital management.</p>
<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. Determine the future value and the present value of multiple cash flows and apply time value of money to do bond and stock valuation. 2. Estimate relevant cash flows, utilize capital budgeting methods, and evaluate equivalent annual costs for projects. 3. Develop the optimal capital structure to maximize a firm's value. 4. Distinguish differences among cash dividends, stock dividends, and stock repurchases; discuss the issues relating to decisions for payout policy. 5. Conduct research in corporate finance.
MBA 5120 - Organizational Behavior	<p>MBA 5120. Organizational Behavior (On Demand; 2) This course examines the interaction between individuals, groups and the organization in the accomplishment of organizational goals and objectives. It seeks to assist students in understanding and predicting the performance of individuals and ultimately the organization in which they work. As an advanced course in management, the course draws on case studies, organizational experiences of students, Internet research, and readings. Topics discussed in-depth include perception and learning, motivation and</p>

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	work-related attitudes, human resource management, creating effective work teams, organizational communication, decision making, interpersonal behavior, influence, power, politics, and leadership.
<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. Examine individual performance and its impact on organizational behavior including differences, diversity, and related issues. 2. Interpret organizational culture and demonstrate how culture can affect individual, group, and organizational performance. 3. Illustrate an awareness of factors that influence individual and group decision-making processes for managers and organizations. 4. Demonstrate knowledge of human resource management practices including talent acquisition, performance management, and training and development. 5. Examine the relationship of motivation and job satisfaction on organizational structure and design.
MBA 5130 - Marketing Management	MBA 5130. Marketing Management (On Demand; 3) This course is the core marketing course in the MBA program. It is designed to help students improve their ability to make effective marketing decisions. Course topics include market-oriented strategic planning, marketing research and information systems, consumer behavior, market segmentation, target market selection and positioning, product and service planning and management, pricing, distribution and integrated communications.
<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. Identify marketing issues and recommend appropriate solutions 2. Conduct market research. 3. Develop marketing strategies (segmentation, targeting and positioning) to achieve a company's objectives. 4. Determine the appropriate marketing mix (product, price, place and promotion) for a successful product offering. 5. Make strategic recommendations and persuasively communicate the recommendations and rationale.
MBA 5140 - Quantitative Methods for Managers	MBA 5140. Quantitative Methods (On Demand; 3) This course provides an introduction and a conceptual understanding of quantitative methods in the decision-making process. The focus of the course is the application of the scientific method in problem solving using real-world examples and/or case studies. This course also covers mathematical and statistical tools that can be used by the decision maker.

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<p><i>Learning Outcomes</i></p>	<ol style="list-style-type: none"> 1. Apply the quantitative analysis approach to various decision-making problems 2. Calculate probabilities of various events and apply these concepts to decision-making situations involving risk and uncertainty. 3. Develop multiple regression models and interpret related statistics. 4. Identify the assumptions of the linear programming model; find solutions to the model graphically and using statistical analysis software; appropriately apply the model to various situations. 5. Estimate various forecasting techniques.
<p>MBA 5150 - Corporate Economic Decision Making</p>	<p>MBA 5150. Corporate Economic Decision Making (On Demand; 3) This course intends to give a working knowledge of the analytical tools that bear most directly on the economic decisions firms must regularly make. Market structure and industrial performance are emphasized, as is the strategic interaction of firms. The behavior of individual markets -- and the producers and consumers that sell and buy in those markets -- are examined in some detail, focusing on cost analysis, the determinants of market demand, pricing strategy, market power, and the implications of government regulatory policies. Also examined are the implications of economics on other business practices, such as incentive plans, auctions, and transfer pricing.</p>
<p><i>Learning Outcomes</i></p>	<ol style="list-style-type: none"> 1. Dissect the main economic agents as well as their main goals within the economy; 2. Evaluate the economic performance of various Business strategies; 3. Apply models of decision making to problems in a wide range of economic and Business contexts.
<p>MBA 5160 - Business Ethics</p>	<p>MBA 5160. Business Ethics (On Demand; 3) This course provides an overview of various philosophical approaches to ethical decision-making and practical applications involving ethical problems that arise in business. This course also introduces the student to the theory and practice of ethical leadership.</p>
<p><i>Learning Outcomes</i></p>	<ol style="list-style-type: none"> 1. Apply the process of ethical thinking and problem solving. 2. Evaluation of various philosophical and behavioral views on how individuals behave. 3. Evaluate the role of ethics as it applies to making leadership decisions. 4. Develop a personal model for ethical leadership.

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MBA 5170 - Management Information Systems	MBA 5170. Management Information Systems (On Demand; 3). A study of systems used to accumulate, classify, and organize information to facilitate managerial decision-making. The course emphasis is placed upon the upper-level managerial considerations associated with the development, deployment, and use of information systems.
<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. Critique managerial challenges and opportunities; make recommendations on the application of current technologies to gain competitive advantages. 2. Differentiate applications such as groupware, the Internet, executive information systems, telecommunications, and other organizational support technologies and relate them to solving organization problems. 3. Analyze business information and systems to facilitate the evaluation of strategic alternatives.
Specialization Courses* (4 Required / Specialization, 12 Credit Hours)	
MBA 6100 - Investments	MBA 6100. Investments (On Demand; 3). This course introduces the framework of the investment process, securities valuation, derivatives markets, portfolio theory, and investment performance evaluation. In addition, trading simulation is incorporated to provide students hand-on experience of trading securities. Prerequisite: MBA 5110 (Corporate Finance)
<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. Discuss various types of financial markets. 2. Apply modern portfolio theory to portfolio management. 3. Utilize valuation models to determine the values for bonds, stocks, and options. 4. Evaluate investment performance with risk-adjusted performance measures. 5. Develop a trading strategy by trading securities using the simulation platform.
MBA 6110 - International Business	MBA 6110. International Business (On Demand; 3). The increasing globalization of the market place affects all who are involved with business or who must make business decisions. Even those who are not directly involved in international business are affected in their domestic operations by international events and by the business activities of foreign entities. Therefore, it is imperative to be knowledgeable about international business systems. Therefore, this course will introduce the concept of international business as a system and the theories which underlie it; institutions which are visual evidence of it; production, marketing,

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	financial, legal and other subsystems which comprise the total system. It also examines national governmental and international institutional controls and constraints, which impact the environment in which the system operates.
<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. Analyze the role and impact of international business on national economic development; 2. Explain how the economic, political/legal, and financial environments affect international business operations ; 3. Discuss how cultural and behavioral differences influence countries business practices, and how these differences can be addressed using appropriate strategies; 4. Discuss international trade theory and how government and business decisions influence international trade; 5. Assess the effects of current regional trade agreements and economic integration on developing countries.
MBA 6120 - Supply Chain and Corporate Logistics	<p>MBA 6120. Supply Chain and Corporate Logistics (On Demand; 3) This course surveys operations research models and techniques developed for a variety of problems arising in logistical planning of multi-echelon systems. There is a focus on planning models for production/inventory/distribution strategies in general multi-echelon multi-item systems. Topics include vehicle routing problems, dynamic lot sizing inventory models, stochastic and deterministic multi-echelon inventory systems, the bullwhip effect, pricing models, and integration problems arising in supply chain management. Probability and linear programming experience required.</p>
<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. 1) Dissect the challenges faced by Supply chain and logistics managers in this globalization era; 2. 2) Distinguish Single-Product and multi-product inventory management models; 3. 3) Analyze production/inventory/distribution strategies existing in a given company.
MBA 6130 - Leadership	<p>MBA 6130. Leadership This course explores the concept of leadership in postmodern organizations and allows learners to better understand various leadership paradigms. This course also focuses on creating a leadership profile that learners can use to become more effective leaders.</p>

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<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. Interpret and contrast modern leadership approaches and perspectives for organizational fit. 2. Explore and compare leadership profiles of postmodern leaders in business, politics, and society. 3. Research influences on ethical leadership, spiritual leadership, and authentic leadership. 4. Create a plan for leading change that considers resistance, acceptance, and implementation. 5. Create an individual leadership development plan that addresses the needs of the learner and fits the strategic direction of the organization.
MBA 6500 - Capstone Class / Strategic Management	MBA 6500. Strategic Management (On Demand; 3) This course focuses on strategic management concepts and techniques to understand how firms formulate, implement, and evaluate strategies. It uses a skills-oriented practitioner perspective to strategic management and offers the most current, comprehensive, state-of-the-art strategic management concepts and techniques to help students develop the conceptual and analytic skills necessary to succeed in today's and tomorrow's business world.
<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. Analyze and critically appraise how firms formulate, implement, and evaluate strategies. 2. Identify the gap between strategic management theories and apply theories, concepts, and analytical applications. 3. Analyze a company's business position and determine how it can gain a sustainable competitive advantage. 4. Conduct strategic analysis in different organizations
MBA 6200 - Fundamentals of Project Management	MBA 6200. Fundamentals of Project Management (On Demand; 3). This course provides an exploration of the framework and fundamental methodologies of project management. Topics include foundational concepts such as requirements gathering, scope management, change control and time management, as well as an introduction to common tools, techniques and the process required to become a certified Project Manager.
<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. Explain project management design, development, and deployment. 2. Employ strategies to address the ubiquitous issue of resistance to change. 3. Identify implications, challenges, and opportunities of organizational dynamics in project management. 4. Recognize and mitigate the early seeds of failure in the project life cycle. 5. Utilize project management tools, techniques, and skills.
MBA 6210 - Project Initiation and Selection	MBA 6210 Project Initiation and Selection (On Demand; 3). This course emphasizes the decision-making process used by leaders to launch projects that are aligned with the mission and vision of the organization.

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	<p>Topics include techniques used by the project team to optimize the project selection process, such as return on investment (ROI), payback period, internal rate of return (IRR), and net present value (NPV). The impact of various project management tools and techniques on time, cost, scope, quality, risk, customer satisfaction, and resources is also examined.</p> <p>Prerequisite: MBA 6200 (Fundamentals of Project Management).</p>
<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. Identify the properties of a project. 2. Apply project selection methods to evaluate the feasibility of projects. 3. Assess project contribution to business strategy, purpose, and plans. 4. Distinguish between the different project process stages. 5. Create a project charter using standard project management tools and techniques.
MBA 6220 - Project Implementation	<p>MBA 6220. Project Implementation (On Demand; 3). The focus of this course is on implementing a project. The course discusses the management of the project changes, from stimulating the initial action to monitoring and reviewing it to control the project's progress. During project implementation, the project manager leads the project team to complete the work defined in the project management plan and satisfy the project specifications. This course addresses communication, project changes, monitoring, and controlling. Prerequisite: MBA 6210 (Project Initiation).</p>
<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. Examine and recommend adjustments to project activities, resources, and plans. 2. Develop communication plan with project stakeholders. 3. Apply performance-reporting, analysis, and progress measurement techniques to ensure activities are executed as planned. 4. Evaluate project expenditures, schedules, and assure the quality of deliverables as outlined in the plan. 5. Consult with project staff and stakeholders to execute the project plan, adjusting and addressing problems as required.
MBA 6510 - Capstone Class / Advanced Project Management Practices	<p>MBA 6510. Project Management Practice (On Demand; 3). Students in this capstone course will utilize skills gained throughout the program to plan and implement a project from conception to conclusion. Students will analyze project goals and objectives, scope in relationship to budget, schedule, and resources to develop a comprehensive project with a plan of implementation. Prerequisite: MBA 6220 (Project Implementation).</p>
<i>Learning Outcomes</i>	<ol style="list-style-type: none"> 1. Plan a project by developing a scope statement and project charter. 2. Create a work breakdown structure (WBS), project budget, and staffing management plan.

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	<ol style="list-style-type: none">3. Develop metrics, plan assessments, and create a communication project status plan.4. Integrate required components into a cohesive and comprehensive project management plan.5. Apply project closure principles to a developed project plan.
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