

MASTER OF BUSINESS ADMINISTRATION (CREDIT HOUR)

Mission

The mission of the Master of Business Administration program is to provide an experience-driven, relevant, business curriculum for gaining knowledge, skills, and abilities to plan, execute, monitor, evaluate, and create value. This program will proactively address dynamic challenges at a strategic level, for students to become effective business leaders in a competitive and diverse environment.

Program Learning Outcomes

- **Communication:** Demonstrate effective oral and written communication skills in varying business settings.
- **Equity and Inclusion:** Apply fundamental practices and tools for successfully building and leading global organizations that are diverse, equitable, inclusive, and just.
- **Strategic Operations:** Evaluate business functions and processes to plan and formulate business strategies.
- **Business Analytics:** Evaluate data to identify emerging trends and provide viable data-driven recommendations to analyze and solve complex problems.
- **Building Relationships:** Create a model to foster an internal collaborative culture that drives positive relationships and change that impact organizational success.

Requirements for Admission

The prospective graduate student in the MBA program must demonstrate his or her readiness to succeed in graduate-level academic coursework by satisfactorily fulfilling one of the following admission options. All graduate admissions options listed below require an earned baccalaureate degree from an institutionally accredited institution.

Admission by GPA

A 2.75 grade point average (GPA) calculated over the most recent 30 graded semester (45 quarter) credits completed in either a bachelor's or post bachelor's program, including credits earned toward a teaching or other credential. All credits used for GPA calculation must be from an institutionally accredited institution. For graduates of institutionally accredited institutions that do not conduct a GPA calculation, an official letter from the University determining grade equivalency will be accepted.

Admission by Prior Graduate Degree

An earned master's degree or higher from an institutionally accredited institution.

Admission by Portfolio

Submission of a portfolio of evidence that shows adequate preparation for graduate studies. The portfolio will contain: writing samples that show graduate level communications and analytical skills; a detailed resume showing professional development and achievements; awards; professional recognition; letters of reference from persons who can attest to the applicant's ability to do graduate level work; and a letter of explanation detailing the reasons the student believes they are a good candidate for graduate study in the field they wish to pursue. If the

portfolio meets substantive approval of the committee, the applicant may be invited for an interview. The decision of the School Graduate Admissions Committee will be final.

Transfer Credit Policy

A maximum of 12 credits may be accepted in transfer in the MBA degree program. (See the Graduate Academic Policies and Procedures section of this catalog.)

In addition to university policies concerning transfer of coursework, the MBA program will accept transfer of military coursework which meets the following requirements:

1. Course requested for transfer must include an official transcript or copy of an ACE evaluation which verifies graduate-level work;
2. Coursework must be letter graded or provide verification of completion at a grade of "B" or higher;
3. Coursework must be comparable to program requirements (if marginal comparability, a written statement of rationale must be provided); and

In addition to University policies concerning transfer of coursework, University of Massachusetts Global may approve the following exceptions:

1. Transfer of twelve elective credits to the MBA upon receipt of appropriate official documentation of successful completion of the University of California, Irvine Extension Project Management Certificate provided that all required certificate courses were completed with a grade of "B" within the last seven years.
2. Military Coursework Fifteen Credit Transfer: Active Duty, Reserve, National Guard, retired and prior military service members may qualify for a transfer of fifteen credits toward the MBA degree for completion of military coursework comparable OLCU 614 Leadership & Team Development, OLCU 641 Leadership in Military Communication, OLCU 643 Military Operations Leadership, HRCU 618 Career Management, HRCU 605 Talent Management. Qualifications and provisions of this fifteen credit transfer opportunity follow:
 - a. The service member must qualify for admission to the MBA degree program. (See Graduate Admission section of this catalog).
 - b. Active Duty, active reserve, retired and prior service military members in the following ranks are eligible: Commissioned Officer (any rank), Senior NCO (E7 or above) or CW2 or above.
 - c. Commissioned Officers must be graduates of a commissioning program (OCS or equivalent, ROTC, Military Academy) and an officer basic career course. Senior NCOs must be E7 or above and graduates of a career NCO Advanced Course. Warrant Officers must be CW2 or above and graduates of a Warrant Officer Candidate School and a Warrant Officer career course.
 - d. The seven-year rule for completion of all coursework toward the MBA degree applies, including transfer credit for military schooling. (See Seven-Year Limitation in Graduate Academic Policies and Procedures section of this catalog.)
 - e. Recipients of the fifteen credit transfer must complete all remaining coursework for the MBA degree at University of Massachusetts Global in accordance with academic policy.

Course Substitutions

Students with the following certifications will be granted a maximum of 6 credits as defined below:

Certification	Substituted	Course Comments
CMA	ACCU 640	Current certification at the time of application
CPA	ACCU 602	Current certification at the time of application
PHR	HRCU 600	Certification or recertification within 3 years
SPHR	HRCU 600	Certification or recertification within 3 years
GPHR	HRCU 603	Certification or recertification within 3 years
SHRM-CP	HRCU 600	Certification or recertification within 3 years
SHRM-SCP	HRCU 600	Certification or recertification within 3 years.

Students who received substitution credit as an undergraduate for HRCU 445 for the PHR, SPHR, SHRM-CP or SHRM-SCP, may only receive waiver credit for HRCU 600 as graduate students.

Specific Requirements for the MBA Degree

The MBA program consists of two segments. The first segment is the MBA Core consisting of 24 credits. The second segment of the MBA program consists of 12 credits of electives or a designated emphasis area.

Program Requirements

Core Requirements

ACCU 602	Financial Reporting & Analysis	3
BUSU 610	Data Analysis for Decision Making	3
BUSU 620	Economic Analysis for Managers	3
FINU 607	Financial Management	3
MKTU 605	Marketing Management	3
OLCU 614	Leadership & Team Development	3
OLCU 653	Creating an Inclusive Climate: Advocacy Strategies for Leaders	3
BUSU 640	Business Strategy and Competitive Advantage Capstone	3
Core Requirements Subtotal		24
Electives or Designated Emphasis Area		
Electives or Emphases		12
Electives or Designated Emphasis Area Subtotal		12
Total Credits		36

MBA Electives

MBA students may select an individualized set of electives from the graduate courses listed in the following emphasis areas: Business Administration, Business Intelligence and Data Analytics, Healthcare Administration, Human Resources, Information Technology, and Organizational Leadership. Successful completion of the University of California, Irvine Extension Project Management Certificate, as described in the Transfer Credit Policy, may substitute for the described MBA electives.

MBA Emphases

Instead of individualized electives, MBA students may specialize in one of the following designated emphasis areas:

Accounting Emphasis

ACCU 620	Contemporary Issues in Accounting	3
ACCU 621	Accounting Ethics	3
ACCU 640	Strategic Cost Management	3
Select one course from Finance or Accounting		3
Total Credits		12

Business Intelligence and Data Analytics Emphasis

BUSU 670	Data Foundations	3
BUSU 671	Data Visualization and Presentation	3
BUSU 672	Project Planning and Data Modeling	3
BUSU 673	Project Implementation and Analysis	3
Total Credits		12

Finance Emphasis

FINU 615	International Finance	3
FINU 620	Investments	3
FINU 630	Capital Markets	3
Select one course from Accounting		3
Total Credits		12

Healthcare Administration Emphasis

HAUU 640	Foundations of Healthcare Administration	3
HAUU 641	Healthcare Law and Ethics	3
HAUU 642	Health Information Systems and Technology	3
Select one from the following:		3
HAUU 645	Healthcare Financial Management	
HAUU 651	Healthcare Quality and Safety	
Total Credits		12

Human Resources Emphasis

HRCU 604	Workforce Planning	3
HRCU 605	Talent Management	3
Select two from the following:		6
HRCU 602	Strategic Business Concepts and Human Resources	
HRCU 607	Total Rewards	
HRCU 622	Labor Relations and Collective Bargaining	
HRCU 630	Conflict and Negotiation	
Total Credits		12

Organizational Leadership Emphasis

OLCU 501	Organizational Research	3
OLCU 600	Foundations of Organizational Leadership	3
OLCU 601	Democracy, Ethics and Leadership	3
OLCU 602	Self, Systems, and Leadership	3
Total Credits		12

Marketing Emphasis

MKTU 624	Seminar in Marketing Research	3
MKTU 630	Seminar in New Product Development	3
MKTU 635	Seminar in Advertising and Promotion	3
MKTU 640	Seminar in International Marketing	3
Total Credits		12