Master of Business Administration, MBA

For additional information about graduate programs within the College of Business Administration, please contact graduate advisor Jennifer Pettitt at GradBiz@uah.edu (gradbiz@uah.edu). Information about the application process may be found in the Graduate Studies section of the catalog.

Purpose

The Master of Business Administration (MBA) program is designed as a general management graduate degree, offering a unique management of technology theme. The educational emphasis of the program builds upon knowledge and skills in all of the business disciplines to prepare students for careers in organizations that face opportunities and challenges afforded by technological change.

The MBA program was fashioned to be an interdisciplinary program in business for practicing administrators, primarily for early- and mid-career managers. The typical student has an educational background in business, engineering, or science, but aspires to mid-level and upper-level managerial positions in organizations in technology-driven environments. The curriculum is designed to accommodate students from engineering, science, the liberal arts and other non-business backgrounds. The students in this program are more mature than traditional full-time students. Most have been out of school and employed full-time from five to fifteen years. They aspire to upward career mobility or are seeking to change career paths.

The MBA program emphasizes the development of integrative systems thinking skills in order to build capable, creative managers able to face successfully both external challenges such as rapid technological change and increasing environmental complexities, and internal issues such as changing employee expectations and methods of increasing productivity.

The program orients students to the rigors of holistic thinking about technology-driven problems and opportunities, introduces students to concepts and tools from all the business disciplines to operate in a technological environment, and instills a commitment to teamwork. The curriculum provides instruction in financial reporting, analysis and markets; domestic and global economic environments of organizations; creation and distribution of goods and services; and human behavior in organizations. It provides advanced study in decision science and human aspects of organizational problem-solving. It provides education in managing technological innovations and processes, and integrating technology into the organization’s strategic objectives. It addresses such issues as analyzing problems through economic and financial frameworks, developing and using information systems, providing information on accounting costs, marketing, managing the development of technology, reducing new product development time, managing technical professionals, and integrating technology into the overall strategic objectives of the organization.

The MBA program is recognized internationally through accreditation by AACSB International-The Association to Advance Collegiate Schools of Business.

Degree Requirements

The MBA degree requirements include: (1) basic skills courses, (2) program foundation courses, (3) program core courses, and (4) concentration courses or electives. These four categories of program requirements are described below. Each MBA candidate’s undergraduate transcript will be reviewed to determine which, if any, basic skills and foundation courses will be required.

Basic Skills

At the time of admission, each MBA student must demonstrate mastery of basic skills in (1) written and oral English communications, (2) quantitative analysis/statistics, and (3) computer proficiency achieved either through prior experience and education or as part of the student’s MBA program of study. Students who need to add these courses will be advised to take undergraduate courses in English composition (EH 101 or 102), business statistics (MSC 287) or Business computer applications (IS 146). Note: There are many variations in the content of statistics courses. While a student who has had a statistics course previously and earned a “C” or better may be exempted from MSC 287, the course may not have covered all the topics found in MSC 287. A student should self-select into MSC 287 if the student does not have a working knowledge of probability and hypothesis testing. Computer proficiency includes the use of operating systems, word processing, spreadsheet, and presentation software applications common to all modern computer applications. Because skill in the use of these applications is critical to the student’s success in graduate school as well as in a management career, students with deficiency in computer skills will be required to take appropriate computer courses until the deficiency is removed. Students with deficiency in computer skills will be advised at the time of their admission.

Program Foundation Courses

The MBA curriculum includes a group of six courses (18 credit hours) that serves as the program foundation.

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>ACC 600</td>
<td>FOUNDATIONS ACC MANAGERS &amp; ENG</td>
<td>3</td>
</tr>
<tr>
<td>ECN 600</td>
<td>FOUNDATIONS OF ECONOMICS</td>
<td>3</td>
</tr>
<tr>
<td>IS 600</td>
<td>INFORMATION SYSTEMS MANAGEMENT</td>
<td>3</td>
</tr>
<tr>
<td>MGT 600</td>
<td>ORGAN THRY, BEHAV &amp; ENVIRONMEN</td>
<td>3</td>
</tr>
<tr>
<td>MKT 600</td>
<td>SURVEY OF MARKETING MGMT</td>
<td>3</td>
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</table>
Any part of this business administration foundation areas curriculum requirement may be completed at the undergraduate level. A student may be waived from a foundation area course by having completed approved substitute undergraduate coursework with a minimum grade of "C". At the time a student is admitted to the program, the transcript is reviewed to determine if any of the core area courses have been satisfied.

<table>
<thead>
<tr>
<th>Core Area Course</th>
<th>UAH Courses Needed to Waive</th>
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<tbody>
<tr>
<td>ACC 600</td>
<td>ACC 211 and ACC 212</td>
</tr>
<tr>
<td>ECN 600</td>
<td>6 semester hours of economics</td>
</tr>
<tr>
<td>IS 600</td>
<td>IS 301</td>
</tr>
<tr>
<td>MGT 600</td>
<td>BLS 211 and MGT 301</td>
</tr>
<tr>
<td>MKT 600</td>
<td>MKT 301</td>
</tr>
<tr>
<td>MSC 600</td>
<td>MSC 288 and MSC 385</td>
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**Program Core Courses**

The program core courses focus on the management of technology, and consist of the following:

- MGT 601  INTRO TECHNOLOGY DEVELOP  3
- MSC 605  OPERATIONS MANAGEMENT  3
- ACC 602  MANAGERIAL ACCOUNTING  3
- ECN 626  MANAGERIAL ECON & TECH  3
- FIN 601  FIN DECIS UNDER UNCERTAINTY  3
- MKT 604  NEW PRODUCT DEVELOPMENT  3
- MGT 631  STRATEGIC HRM IN A TECH ENVIRO  3
- MGT 698  STRATEGIC MANAGEMENT  3

Select 9 semester hours of electives  9
Select one of the following plans:  9

Plan I:

- Thesis
  
- Select 3 semester hours of graduate electives

Plan II:

- Select 9 semester hours of graduate electives

**Potential Emphasis Areas**

MBA students take nine semester hours of graduate electives consistent with their professional development aspirations. Students may choose to focus the nine semester hours in one area to create an "emphasis area." MBA students should seek the advice of the Director of Graduate Programs before selecting an emphasis area to ensure it fits with the student’s prior undergraduate coursework. Through careful selection of courses, students may pursue an emphasis is accounting, acquisitions management, cybersecurity, entrepreneurship, information systems, finance, human resource management, marketing, project management, or supply chain & logistics management.

**Technology & Innovation Management/Strategic Management**

The faculty’s goal is to produce graduates who are integrative, systems thinkers, or horizontal, as opposed to vertical, thinkers. Graduates should be able to think about and solve problems that cut across organizational boundaries and involve organizational processes. Graduates should be boundary-spanning problem solvers whether those boundaries are within the organization or external to it. Formally the curriculum includes two courses, Technology & Innovation Management (MGT 601) and Strategic Management (MGT 698) as the primary means of integrating the core areas and applying cross-functional approaches to organizational issues. MGT 601 is the first course in the curriculum beyond the core and sets the stage for the integration of the courses that follow. MGT 601’s integration goals include introducing students to holistic management of technology issues, assisting students in acquiring an integrative systems approach to thinking about and managing the organizational impacts of technologies, especially emerging technologies, and introducing students to key management processes and process thinking.

MGT 698 plays the capstone role of program integration. The primary mechanism is the use of strategic management cases and simulation. By presenting organization-wide cases and simulations with interrelated, multi-functional, complex, and unstructured problems, the faculty requires students to use the specific knowledge and skills from the core areas to analyze each situation and make comprehensive recommendations to solve the problems.
uncovered by the analysis. The course also heightens the students’ appreciation of the organization-wide perspective of the Chief Executive Officer (CEO).

Advisement and Registration Procedures

After being admitted to the program, each student should meet with the Graduate Program Director to outline a degree program, including choice of electives. Each student must file a Program of Study before the completion of 12 semester hours of graduate work. Before enrolling in any course, students should be aware of the prerequisites for the course and make sure they have completed them.

A major premise underlying counseling at the graduate level in the College of Business Administration is that each student will act in his/her own best interest and that the student will use the advice provided to self-select into courses if the student's knowledge is weak in an area, even if the student has prior credit for the topic.

MBA Thesis Option

Some MBA students are interested in pursuing a research project and may choose a thesis option. Students who choose to pursue a thesis option substitute six semester hours of elective coursework with six hours of thesis research coursework.

Course Scheduling

Classes in the fall and spring semesters meet one night per week from 5:30 pm to 8:20 pm. The summer term consists of two successive five-week sessions. In each session, classes meet two nights per week from 5:30 pm to 9:30 pm.

A proper sequence of courses is necessary to ensure students receive the maximum benefit from their degree program. The sequence enables faculty to presume that students have certain background knowledge when they enter courses. In cases where the student’s undergraduate degree included extensive coursework in a discipline, the Graduate Program Director may recommend the substitution of a higher level course in place of a required course in the Program of Study. Contact the Graduate Program Director to establish a sequence to fit individual needs. In general, the following is recommended:

1. Complete the basic skills requirements before enrolling in any business administration core areas. The skills may be achieved by completing undergraduate courses, presenting prior experience or by passing departmental validation examinations;
2. Complete the courses in the business administration foundation areas;
3. Complete MGT 601 in the first semester that advanced courses are scheduled;
4. Complete MKT 604 after MGT 601;
5. MGT 698 is the capstone course and draws on the entire curriculum. This course must be taken after all prerequisite content is completed.

Students may begin the program in the fall, spring, or summer semesters.