

BUSINESS MANAGEMENT, MASTER OF BUSINESS ADMINISTRATION

The Master of Business Administration (M.B.A.) in Business Management is a 36-credit, fully online program designed for aspiring, early and mid-career managers and professionals who are interested in enhancing their managerial and professional skills, advancing opportunities for upward mobility, or fulfilling management and leadership roles in businesses or nonprofit organizations. Throughout the program, students will develop and improve their critical and strategic thinking, problem-solving, ethical decision making, leadership, and managerial communication skills, develop cross-cultural competence and sensitivity, and apply and practice management strategies in various contexts. The program also gives students the opportunity to specialize their degree by choosing from seven concentrations:

- *General Business*¹
- *Human Resource Management**
- *Business Analytics*
- *Healthcare Management*
- *Nonprofit Management*
- *Project Management*
- *Finance*

¹ In addition to their master's degree, students in the General Business concentration can incorporate an advanced graduate certificate into their degree program and earn a second credential. Certificate options are found in the Advanced Certificates section of this catalog.

* The Society for Human Resource Management (SHRM) Alignment SHRM has acknowledged that SUNY Empire State University's MBA in Business Management with a specialization in **Human Resource Management** has received renewal of its alignment with SHRM's *HR Curriculum Guidebook and Templates* until December, 2025. Throughout the world, 451 programs in 341 educational institutions have been acknowledged by SHRM as being in alignment with its suggested guides and templates. The HR Curriculum Guidebook and Templates were developed by SHRM to define the minimum HR content areas that should be studied by HR students at the undergraduate and graduate levels.

Program Delivery and Tuition Rate

While most of this program is delivered online asynchronously, some courses may have a small number of synchronous supplemental learning opportunities via webinars or virtual environments. Instructors will make an effort to schedule these activities at times that work for their students. In addition, due to the nature of some courses, students may be required to access or acquire additional software and/or hardware for some course activities. Students will be notified of additional requirements in a course's full syllabus. This program is billed at the MBA rate.

Admission

Admission to this program is selective. This program enrolls new students in the fall, spring and summer terms. In addition to completing the graduate application, this 36-credit hour program requires the completion of a bachelor's degree from a regionally accredited institution and builds upon foundational requirements in statistics (3 credits),

macroeconomics/microeconomics (3-6 credits) and accounting (3 credits). These foundation requirements can be met by either undergraduate or graduate coursework with similar content completed prior to entering the program or by completing the following Empire State University foundation courses (3-9 credits) as part of the degree:

| Code | Title | Credits |
|----------------------|-----------------------------|----------|
| MGMT 6000 | Applied Business Statistics | 3 |
| MGMT 6010 | Financial Accounting | 3 |
| MGMT 6015 | Principles of Economics | 3 |
| Total Credits | | 9 |

The foundation requirements must be completed in order to continue in the program beyond the first year.

Application

Please see the Graduate Admissions (<http://catalog.sunyempire.edu/graduate/admission/>) pages of this catalog for a complete listing of materials required to complete a graduate application.

The M.B.A. in Business Management program gives students the opportunity to specialize their degree by choosing from seven concentrations: General Business, Finance, Human Resource Management*, Healthcare Management, Nonprofit Management, Business Analytics, or Project Management. In addition to their master's degree, students in the General Business concentration can incorporate an advanced graduate certificate into their degree program and earn a second credential.

Program Curriculum

The M.B.A. in Business Management's curriculum consists of eight core courses (24 credits), three concentration courses (9 credits), and a capstone course (3 credits) as outlined below.

Prerequisite Requirements ¹ (0-9 credits)

| Code | Title | Credits |
|-----------|-----------------------------|---------|
| MGMT 6000 | Applied Business Statistics | 3 |
| MGMT 6010 | Financial Accounting | 3 |
| MGMT 6015 | Principles of Economics | 3 |

Core Courses (24 credits)

| Code | Title | Credits |
|-----------|---|---------|
| MGMT 6020 | Leadership & Executive Development | 3 |
| MGMT 6025 | Strategic Perspectives of Global Management | 3 |
| MGMT 6030 | Management Information Systems & Data Visualization | 3 |
| MGMT 6040 | High Performance Management | 3 |
| MGMT 6016 | Financial Management | 3 |
| | or MGMT 6075 International Financial Management | |
| MGMT 6050 | Operations and Supply Chain Management | 3 |
| MGMT 6122 | Corporate Communication and Marketing Strategy | 3 |
| | or MGMT 7005 Global Marketing Strategies | |
| MGMT 6060 | Managerial Economics | 3 |
| | or MGMT 6065 Economics for Global Managers | |

General Business Concentration (9 credits)

select 3 open electives

Finance Concentration (9 credits)

select 3 from the following courses:

| Code | Title | Credits |
|-----------|--|---------|
| FSMA 6010 | Quantitative Methods in Finance | 3 |
| FSMA 6020 | Investment Analysis | 3 |
| FSMA 7015 | Strategies of Financial Management | 3 |
| FSMA 6080 | International Accounting | 3 |
| FSMA 6095 | International Financial Law & Regulation | 3 |
| FSMA 7020 | Global Financial Strategy | 3 |

Healthcare Management Concentration (9 credits)

select 3 from the following courses:

| Code | Title | Credits |
|-----------|------------------------------------|---------|
| HCLM 6075 | Managing Healthcare Systems | 3 |
| HCLM 6080 | Health Policy & Management | 3 |
| HCLM 7005 | Healthcare Strategic Communication | 3 |
| HCLM 6065 | High Performance Leadership | 3 |

Business Analytics Concentration (9 credits)

select 3 from the following courses:

| Code | Title | Credits |
|-----------|---------------------------------------|---------|
| INFT 6015 | Database Design and Management | 3 |
| APAN 6020 | Data Mining & Machine Learning for AI | 3 |
| APAN 6015 | Data Models and Structured Analysis | 3 |
| MGMT 6155 | Strategies for Marketing Research | 3 |
| MGMT 6095 | E-Commerce Marketing Strategies | 3 |

Nonprofit Management Concentration (9 Credits)

| Code | Title | Credits |
|-----------|---|---------|
| MGMT 6160 | Strategic Planning for Public & Nonprofit Organizations | 3 |
| MGMT 7055 | Strategic Marketing for Nonprofit Organizations | 3 |
| MGMT 6022 | Grant Writing for Public and Nonprofit Organizations | 3 |

Human Resource Management Concentration (9 credits)

| Code | Title | Credits |
|-----------|--|---------|
| MGMT 6125 | Managing Human Capital | 3 |
| MGMT 6135 | Performance Management & Total Rewards | 3 |
| MGMT 7045 | Strategic Human Resource Management | 3 |

Project Management Concentration (9 credits)

| Code | Title | Credits |
|-----------|---|---------|
| MGMT 6115 | Tools & Processes in Project Management | 3 |
| MGMT 6120 | Managerial Perspectives of Project Management | 3 |
| MGMT 7070 | Strategy & Tactics in Project Management | 3 |

Capstone (3 credits)

| Code | Title | Credits |
|-----------|---------------------------------|---------|
| MGMT 7080 | Strategic Business Applications | 3 |

¹This program builds upon foundation requirements in statistics (3 credits), macroeconomics/microeconomics (3-6 credits), and accounting (3 credits). These requirements can be met by either undergraduate or graduate coursework with similar content completed prior to entering the program or by incorporating the following foundation courses (0-9

credits) into your degree. If all prerequisites have been completed prior to admission, the MBA degree will consist of 36 credits. If prerequisites have not been met prior to admission, the degree will consist of 39-45 credits, depending on the number of prerequisites, which must be completed.

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Upon successful completion of the program, students will be able to:

- **Disciplinary Knowledge:** Integrate core functional knowledge to facilitate sound managerial decision-making;
- **Critical Thinking and Problem Solving:** Integrate theory and practice to analyze business problems through inference and evaluation;
- **Strategic Thinking:** Demonstrate knowledge of theory and application of qualitative and quantitative methods to facilitate problem solving;
- **Leadership:** Manage organizational processes and transformational change effectively;
- **Ethical Reasoning:** Apply theory and tools necessary for sound ethical reasoning;
- **Global Understanding:** Assess the challenges associated with managing in a global environment;
- **Managerial Communication:** Communicate effectively orally and in writing across managerial contexts and with diverse stakeholders; and
- **Teamwork:** Contribute effectively to the achievement of organizational goals in a team environment.