

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 ten concentrations:

- *Management*¹
- *International Business*¹
- *Human Resource Management**
- *Marketing*
- *Innovation Management & Entrepreneurship*
- *Healthcare Management*
- *Nonprofit Management*
- *Project Management*
- *Information Technology Management*
- *Global Finance and Investment*

¹ In addition to their specialized master's degree, students in the Management and International Business tracks 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 College'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.esc.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's curriculum consists of two opening courses (6 credits), six functional courses (18 credits), three courses in your focus area (9 credits), and a capstone course (3 credits) as outlined in the Program Curriculum below.

Program Curriculum

All concentrations follow this curriculum.

Code	Title	Credits
Foundational Courses		
Foundational courses must be completed prior to the start of the second year of the program. Go to the ADMISSION tab for details.		
Opening Courses		6
MGMT 6020	Leadership & Organizational Behavior	
MGMT 6025	Strategic Perspectives of Global Management	
Functional (18 credits) and Focus (9 credits) Courses		27
These courses will depend on the concentration area chosen. Functional and focus area courses for each concentration are identified in the suggested Enrollment Sequences section below.		
Capstone Project		3
MGMT 7080	Strategic Business Applications	
Total Credits		36

Enrollment Sequences

The M.B.A. in Business Management program gives students the opportunity to specialize their degree by choosing from ten concentrations: Management, International Business, Human Resource Management, Marketing, Innovation Management & Entrepreneurship, Healthcare Management, Nonprofit Management, Project Management, Information Technology Management, or Global Finance and Investment. In addition to their specialized master's degree, students in the Management and International Business tracks can incorporate an

advanced graduate certificate into their degree program and earn a second credential.

Full-time enrollment for students who want to complete the program in 20 months requires enrolling in 9 credits per term and in 3 to 6 credits during the summer. Part-time students may complete the program in 27 months.

The required courses of the 10 concentrations and the suggested enrollment sequence of each can be found below. These suggested sequences are based on a fall term start on a half-time schedule. Additional foundational courses are not included in these sequences. Students who need to supplement a suggested sequence with one or more foundational courses, should work with their academic advisors to determine when they should be taken.

Management Concentration Sequence

First Year		
Fall		
MGMT 6020	Leadership & Organizational Behavior	3
MGMT 6025	Strategic Perspectives of Global Management	3
Credits		6
Spring		
MGMT 6030	Management Information Systems	3
MGMT 6040	High Performance Management	3
Credits		6
Summer		
Elective 1		3
Credits		3
Second Year		
Fall		
MGMT 6016	Financial Management	3
MGMT 6050	Operations Management	3
Credits		6
Spring		
MGMT 6060	Managerial Economics	3
MGMT 6070	Strategic Marketing Management	3
Credits		6
Summer		
Elective 2		3
Credits		3
Third Year		
Fall		
MGMT 7080	Strategic Business Applications	3
Elective 3		3
Credits		6
Total Credits		36

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International Business Concentration Sequence

First Year		
Fall		
MGMT 6020	Leadership & Organizational Behavior	3
MGMT 6025	Strategic Perspectives of Global Management	3
Credits		6
Spring		
MGMT 6035	Global E-Commerce Strategies	3
MGMT 6045	Global Leadership Competencies	3
Credits		6

Summer		
Elective 1		3
Credits		3
Second Year		
Fall		
MGMT 6075	International Financial Management	3
MGMT 6055	Global Supply Chain Management	3
Credits		6
Spring		
MGMT 6065	Economics for Global Managers	3
MGMT 7005	Global Marketing Strategies	3
Credits		6
Summer		
Elective 2		3
Credits		3
Third Year		
Fall		
MGMT 7080	Strategic Business Applications	3
Elective 3		3
Credits		6
Total Credits		36

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Human Resource Management Concentration Sequence*

First Year		
Fall		
MGMT 6020	Leadership & Organizational Behavior	3
MGMT 6025	Strategic Perspectives of Global Management	3
Credits		6
Spring		
MGMT 6030	Management Information Systems	3
MGMT 6040	High Performance Management	3
Credits		6
Summer		
MGMT 6125	Managing Human Capital	3
Credits		3
Second Year		
Fall		
MGMT 6016	Financial Management	3
MGMT 6050	Operations Management	3
Credits		6
Spring		
MGMT 6060	Managerial Economics	3
MGMT 6122	Corporate Communication and Marketing Strategy	3
Credits		6
Summer		
MGMT 6135	Performance Management & Total Rewards	3
Credits		3
Third Year		
Fall		
MGMT 7045	Strategic Human Resource Management	3
MGMT 7080	Strategic Business Applications	3
Credits		6
Total Credits		36

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Marketing Concentration Sequence

First Year		
Fall		
MGMT 6020	Leadership & Organizational Behavior	3
MGMT 6025	Strategic Perspectives of Global Management	3
Credits		6
Spring		
MGMT 6035	Global E-Commerce Strategies	3
MGMT 6040	High Performance Management	3
Credits		6
Summer		
MGMT 6080	Consumer Behavior: A Global Marketing Perspective	3
Credits		3
Second Year		
Fall		
MGMT 6016	Financial Management	3
MGMT 6060	Managerial Economics	3
Credits		6
Spring		
MGMT 6070	Strategic Marketing Management	3
MGMT 6050	Operations Management	3
Credits		6
Summer		
MGMT 6155	Strategies for Marketing Research	3
Credits		3
Third Year		
Fall		
MGMT 7080	Strategic Business Applications	3
Choose one of the following (3cr):		
MGMT 6122	Corporate Communication and Marketing Strategy	3
MGMT 7055	Strategic Marketing for Nonprofit Organizations	3
Credits		6
Total Credits		36

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Innovation Management and Entrepreneurship Concentration Sequence

First Year		
Fall		
MGMT 6020	Leadership & Organizational Behavior	3
MGMT 6025	Strategic Perspectives of Global Management	3
Credits		6
Spring		
MGMT 6030	Management Information Systems	3
MGMT 6040	High Performance Management	3
Credits		6
Summer		
MGMT 6100	Innovation & Global Commercialization	3
Credits		3
Second Year		
Fall		
MGMT 6016	Financial Management	3
MGMT 6050	Operations Management	3
Credits		6
Spring		
MGMT 6060	Managerial Economics	3
MGMT 6070	Strategic Marketing Management	3
Credits		6
Summer		
MGMT 6110	Legal Aspects of Entrepreneurship	3
Credits		3

Third Year

Fall		
MGMT 7035	Strategic Application of Innovation & Planning	3
MGMT 7080	Strategic Business Applications	3
Credits		6
Total Credits		36

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Healthcare Management Concentration Sequence

First Year		
Fall		
MGMT 6020	Leadership & Organizational Behavior	3
MGMT 6025	Strategic Perspectives of Global Management	3
Credits		6
Spring		
MGMT 6030	Management Information Systems	3
MGMT 6040	High Performance Management	3
Credits		6
Summer		
HCLM 6075	Managing Healthcare Systems	3
Credits		3
Second Year		
Fall		
MGMT 6016	Financial Management	3
MGMT 6050	Operations Management	3
Credits		6
Spring		
MGMT 6060	Managerial Economics	3
MGMT 6070	Strategic Marketing Management	3
Credits		6
Summer		
HCLM 6080	Health Policy & Management	3
Credits		3
Third Year		
Fall		
HCLM 7005	Strategic Corporate Communication & Inter-professional Collaboration	3
MGMT 7080	Strategic Business Applications	3
Credits		6
Total Credits		36

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Nonprofit Management Concentration Sequence

First Year		
Fall		
MGMT 6020	Leadership & Organizational Behavior	3
MGMT 6025	Strategic Perspectives of Global Management	3
Credits		6
Spring		
MGMT 6030	Management Information Systems	3
MGMT 6040	High Performance Management	3
Credits		6
Summer		
MGMT 6105	Leadership in Public & Nonprofit Organizations	3
Credits		3
Second Year		
Fall		
MGMT 6016	Financial Management	3
MGMT 6050	Operations Management	3
Credits		6

Spring		
MGMT 6060	Managerial Economics	3
MGMT 6070	Strategic Marketing Management	3
Credits		6
Summer		
MGMT 6160	Strategic Planning for Public & Nonprofit Organizations	3
Credits		3
Third Year		
Fall		
MGMT 7055	Strategic Marketing for Nonprofit Organizations	3
MGMT 7080	Strategic Business Applications	3
Credits		6
Total Credits		36

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Project Management Concentration Sequence

First Year		
Fall		Credits
MGMT 6020	Leadership & Organizational Behavior	3
MGMT 6025	Strategic Perspectives of Global Management	3
Credits		6
Spring		
MGMT 6030	Management Information Systems	3
MGMT 6040	High Performance Management	3
Credits		6
Summer		
MGMT 6115	Tools & Processes in Project Management	3
Credits		3
Second Year		
Fall		
MGMT 6016	Financial Management	3
MGMT 6050	Operations Management	3
Credits		6
Spring		
MGMT 6060	Managerial Economics	3
MGMT 6070	Strategic Marketing Management	3
Credits		6
Summer		
MGMT 6120	Managerial Perspectives of Project Management	3
Credits		3
Third Year		
Fall		
MGMT 7070	Strategy & Tactics in Project Management	3
MGMT 7080	Strategic Business Applications	3
Credits		6
Total Credits		36

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Information Technology Management Concentration Sequence

First Year		
Fall		Credits
MGMT 6020	Leadership & Organizational Behavior	3
MGMT 6025	Strategic Perspectives of Global Management	3
Credits		6
Spring		
MGMT 6030	Management Information Systems	3
MGMT 6040	High Performance Management	3
Credits		6

Summer		
MGMT 6165	System Design & Information Management	3
Credits		3
Second Year		
Fall		
MGMT 6016	Financial Management	3
MGMT 6050	Operations Management	3
Credits		6
Spring		
MGMT 6060	Managerial Economics	3
MGMT 6070	Strategic Marketing Management	3
Credits		6
Summer		
MGMT 6095	E-Commerce & E-Business Technologies	3
Credits		3
Third Year		
Fall		
MGMT 7050	Strategic Information Technology Management	3
MGMT 7080	Strategic Business Applications	3
Credits		6
Total Credits		36

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Global Finance and Investment Concentration Sequence

First Year		
Fall		Credits
MGMT 6020	Leadership & Organizational Behavior	3
MGMT 6025	Strategic Perspectives of Global Management	3
Credits		6
Spring		
MGMT 6035	Global E-Commerce Strategies	3
MGMT 6045	Global Leadership Competencies	3
Credits		6
Summer		
FSMA 6080	International Accounting	3
Credits		3
Second Year		
Fall		
MGMT 6065	Economics for Global Managers	3
MGMT 6075	International Financial Management	3
Credits		6
Spring		
MGMT 6055	Global Supply Chain Management	3
MGMT 7005	Global Marketing Strategies	3
Credits		6
Summer		
FSMA 6095	International Financial Law & Regulation	3
Credits		3
Third Year		
Fall		
FSMA 7020	Global Financial Strategy	3
MGMT 7080	Strategic Business Applications	3
Credits		6
Total Credits		36

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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.