

MBA 551 Foundations of Accounting

This course covers Financial Accounting concepts essential in core MBA courses. *Pass/Fail.*

Prerequisite: None. **2 hrs.**

16-week self-paced course

MBA 552 Foundations of Quantitative Methods

This course covers Spreadsheet skills and Statistics concepts essential in core MBA courses.

Pass/Fail. Prerequisite: None. **2 hrs.**

16-week self-paced course

MBA 553 Foundations of Finance

This course covers Corporate Finance concepts essential to success in the core MBA courses.

Pass/Fail. Prerequisite: MBA 551. **2 hrs.**

16-week self-paced course

MBA 600 Leadership Development

The primary objective of the course is to provide a developmental opportunity for students to be more effective and intentional as leaders. Based on the finding that increased self-awareness is key to leadership effectiveness, students will be exposed to a variety of assessments and experiences including personality assessment, 360-degree feedback, and coaching in order to increase their capacity to lead effectively. Prerequisite: None. **3 hrs**

8-week online course

MBA 601 Leadership Development I

The course is grounded in the importance of self-awareness in facilitating personal and professional development via a number of components that include lectures, round table discussions, reflection, and a battery of assessments, which focus on thinking style, leadership profile, value preferences, and a full 360-degree feedback report. Students will conduct an analysis from all of the assessments and course components and submit an Individual Development Plan outlining steps for future development. Prerequisite: None. *Pass/Fail. A grade of Pass = B or better.* **2 hrs.**

16-week hybrid course

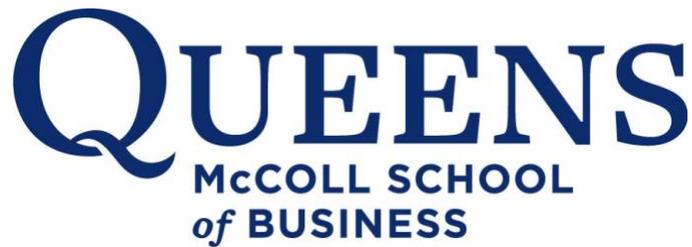
MBA 602 Leadership Development II

The course is designed to facilitate the personal and professional development of each student through experiential learning. During this course students will work with their own executive coach to develop strategies to identify and purpose professional and personal goals. In addition, each student will participate in a group consulting project with a local nonprofit as a part of gaining greater awareness of the community needs and opportunities in the greater Charlotte area.

Prerequisite: MBA 601. MBA 602 should be taken in the semester immediately following MBA 601.

Pass/Fail. A grade of Pass = B or better. **1 hr.**

16-week hybrid course



MBA 605 Managerial Accounting

This course examines the way in which managers analyze and use accounting information to make effective managerial decisions. The course focuses on how to compute and prepare special analyses and reports as well as how to interpret those results for decision making purposes. Major topics include financial statements, product costing, budgeting, cost-volume-profit relationship, and planning and control. Prerequisite: MBA 551. **3 hrs.**

8-week online course or 16-week on-campus course

MBA 615 Economics for Managers

This course introduces core economic concepts and relationships pertinent to business strategy formulation and managerial decisions. Topics covered include the role and interaction between consumer demand, firm costs, and industry market structure in guiding informed managerial decisions, the impact of alternative public policies at the industry and firm level, and assessment of broader macroeconomic policies. Students learn and apply basic economic concepts to gain understanding of their use and importance for business management and effective decision making. Prerequisite: None. **3 hrs.**

8-week online course or 16-week on-campus course

MBA 620 Organizational Behavior

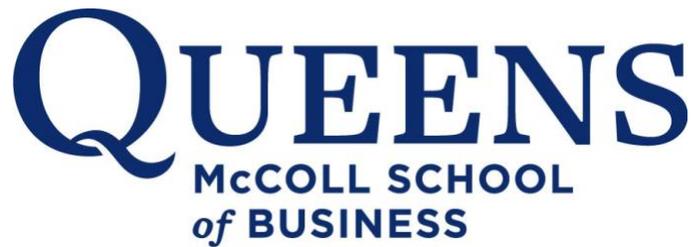
This course provides an overview of topics and concepts in the field of Organizational Behavior. Emphasis is on developing a theoretical grasp of issues and problems and an understanding of practical implications of various theories of human behavior at work. Specific topics include leadership, motivation, teamwork, career issues, work roles, job enrichment, and employee participation activities necessary to generate goods and services in profit and non-profit organizations. Prerequisite: None. **3 hrs.**

8-week online course or 16-week on-campus course

MBA 625 Marketing Management

The marketing manager's requirements include analyzing marketing, designing and implementing market strategies, and managing brands. These requirements are achieved by identifying and targeting customer needs that can be satisfied by the organization's value proposition. A successful marketer, therefore, focuses an organization's resources to meet customer needs and to maximize internal objectives. In this course, students will utilize quantitative and qualitative methods that enhance the likelihood of successfully achieving these goals. Prerequisite: MBA 551, 552. **3 hrs.**

8-week online course or 16-week on-campus course



MBA 630 Business Analytics

This course provides an overview of concepts, techniques and applications of statistical data analysis and management science as they support decision making processes throughout the organization. Includes quantitative methods commonly used to support business decision modeling and to investigate past business performance to drive business planning. This course includes the application of current computer software. Prerequisites: MBA 552. **3 hrs.**

8-week online course or 16-week on-campus course

MBA 635 Managerial Finance

This course introduces students to the theory and practice of corporate finance in a valuation and decision making context. In particular, students will learn to employ a valuation approach for making decisions in areas including capital budgeting, capital structure, cash distributions, raising capital, and mergers and acquisitions. The course blends theoretical aspects of corporate finance with case discussions. Prerequisite: MBA 552, 553. **3 hrs.**

8-week online course or 16-week on-campus course

MBA 650 Operations Management

This course explores the relationship between operating systems of the organization and the marketing, financial and human resource systems. Tactical day-to-day operating decisions and long-range strategic decisions are covered and discussed. The student will learn strategies and methods that will assist in discerning how productive entities work and ways to improve performance. Prerequisite: None.

3 hrs.

8-week online course or 16-week on-campus course

MBA 655 Management Information Systems

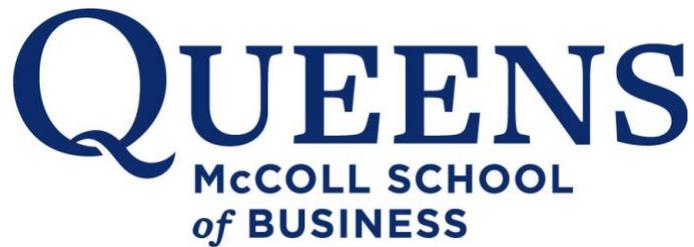
This course examines how information systems are developed and used in organizations to achieve business success and competitive advantage. Emphasis is placed on information technology as an enabler to support business strategy, define business models and provide for more efficient operations in both domestic and global business environments. Prerequisite: None. **3 hrs.**

8-week online course or 16-week on-campus course

MBA 672 Introduction to Coaching Theories

This course examines organizational change and surveys the foundational disciplines on which the practice of organizational coaching is based, as well as, applicable theories and methods. Coaching will be explored as an intervention and developmental technology. Students are introduced to the practice of coaching and coaching conversation models as well as coaching-related skills including contracting, listening, questioning, designing actions, planning and goal setting, and managing progress and accountability. Cross-listed with ODV 625. Prerequisite: None. **3 hrs.**

16-week on-campus course



MBA 675 HR Management

One of the primary responsibilities of human resources and managers at all levels is managing talent throughout the employee lifecycle. Human resource management spans the employee life-cycle and requires a keen awareness of individual and organizational issues and strategies. Topics covered include recruitment, selection, on-boarding, career planning, job/competency analysis, performance management, development, retention, retirement, voluntary and involuntary separation, downsizing, and labor-management relations. Cross-listed with ODV 645. Prerequisite: None. **3 hrs.**

16-week online course

MBA 681 Intro to Organization Development

This course provides an overview of organization development, including its history, ethics, literature, and the principle behavioral theories on which it is based. Analysis of the consultation process includes the skills and techniques involved in entry, contracting, organizational scanning, and preliminary diagnosis, as well as such individual and intra-group interventions as coaching, process consultation, teaming, and behavior modeling. Cross-listed with ODV 605. Prerequisite: None. **3 hrs.**

16-week on-campus course

MBA 683 Conflict and Negotiation

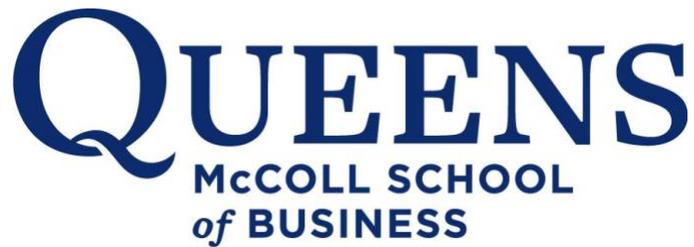
The purpose of this course is to examine the nature of conflict and to better understand the impact that it has on our lives. Starting with the premise that conflict is a natural part of everyday life, the goal of the course is to assist you in identifying and analyzing your conflict management style and in developing an action plan for improving your negotiation skills and for managing conflict. Cross-listed with ODV 632. Prerequisite: None. **3 hrs.**

16-week on-campus course

MBA 684 Transformational Change

Transformational Change provides an experience of an intensive leadership development process focused on the individual becoming a more fully integrated person. Using a highly experiential approach, the course utilizes personality and leadership assessments, reflective papers and journaling to create a platform for transformational change. Special emphasis is placed on building personal resiliency with a focus on moving towards self-actualization and growth by identifying and managing an individual's unique leadership "shadow." This experience is an intensive process to promote transformational growth and breakthrough leadership development. Cross-listed with ODV 646. Prerequisite: None. **3 hrs.**

16-week on-campus course



MBA 686 Interpersonal and Group Dynamics

This course focuses on the study of the form, process, and function of small groups, with particular emphasis on work teams in the contemporary organization. A variety of theories and models are explored and applied. Students are expected to explore their use of self in the context of groups as well as groups at a behavioral level. Cross-listed with ODV 620. Prerequisite: None. **3 hrs.**

16-week on-campus course

MBA 689 Creative Connections

This hands-on course will draw on community resources to explore the nature and universality of creativity, methods for cultivating individual creativity, and organizational frameworks for creative problem-solving. Everyone is creative, but not everyone has explored his/her creativity or made connections between individual creative interests and a business career. In an environment of rapid change, leaders must be able to find connections between seemingly disparate fields and functions and to critically assess options. Cross listed with ODV 648. Prerequisite: None. **3 hrs.**

16-week on-campus course

MBA 693 Cross-Cultural Management

This course provides an overview of opportunities, problems, and techniques involved in managing organizations in a cross-cultural context. Students will utilize frameworks and tools to assess the impact of skills, behaviors and management style on cross-border interactions and operations. Students will develop plans for individuals and organizations in cultivating a global mindset for effective leadership across cultures. Prerequisite: None. **3 hrs.**

8-week online course