Master of Business Administration: Online

Concentrations:
- Business Analytics
- Health Care Management
- Management

The FSU MBA Program offers students an opportunity to develop and enhance managerial skills necessary to succeed in a variety of organizational settings — today and tomorrow — in the corporate, small business, public or not-for-profit sectors.

Frostburg's MBA at a Glance:
- 36- to 42-credit hour program depending on prior academic background
- Accredited by AACSB
- 3 concentrations to choose from: Business Analytics, Health Care Management, and Management
- Online delivery modality
- 12-month completion with full-time enrollment
- 7 week sessions with 6 admission points a year
- GMAT or GRE required. Waiver is available. See waiver options.

Admission Checklist:
- Application
- Official transcripts
  (all colleges/universities)
- GMAT or GRE test
  (See waiver options for information to determine eligibility for waiver.)

Please submit all application materials to the Office of Graduate Services.

Who Should Apply?
FSU’s MBA program is open to all students with an undergraduate degree from an accredited university. While it is specifically designed with the working adult in mind, the program is also relevant for those choosing to immediately continue their education after receiving an undergraduate baccalaureate degree.

The program is structured to support students with or without prior academic training in business fields.

Admission Requirements
To be eligible for full program admission, students must:
1. have a baccalaureate degree from a regionally accredited college or university;
2. submit qualifying GMAT test scores of 400 and 3.0 AWA or higher; (see waiver options below)

Please note that GRE test scores can be accepted in lieu of GMAT scores and will be converted to comparable GMAT scores.

GMAT Waiver option:
Waiver of the GMAT/GRE admission test is an option for students who meet the following criteria:

a. have an advanced degree with a 3.0 GPA or higher based on a 4.0 scale
b. have a bachelor's degree with a GPA of 3.25 or higher based on a 4.0 scale (no work experience required)
c. have a bachelor's degree with a GPA of 3.0 or higher (based on a 4.0 scale) with three years of relevant work experience.
d. have a bachelor's degree with a GPA of 2.75 or higher with five years of relevant work experience.

Waiver options should be requested with an accompanying resume highlighting relevant work experience.

Exceptions to GMAT/GRE Waiver Option: Students receiving graduate and/or undergraduate degrees from universities outside of the U.S. where English is not the official language and the primary mode of instruction was not English are not eligible for any of the above GMAT/GRE waiver options and must submit qualifying GMAT or GRE test scores and a course-by-course transcript evaluation from an accredited evaluation service providing degree equivalency and GPA.

Provisional admission:
If a student does not meet the above criteria, provisional admission will only be considered in exceptional cases and only after all admission documents, including the GMAT or GRE test scores, are received. Students without GMAT or GRE scores cannot be considered for provisional admission. Provisionally admitted students will be required to attain a grade of B or better in the first 12-15 credit hours in the program.

International students:
International students who are studying from their home country must be able to meet the above admission standards, as well as scoring 79 iBT or better on the TOEFL, 6.0 or better on the IELTS test or meeting other acceptable English language requirements.

Registration for courses:
Students with a GPA of 2.75 (as determined by official transcripts) or higher may register for courses for one semester as a non degree-seeking student before gaining admission to the MBA program while completing the application process with GMAT or GRE scores. Students that choose to register will have no guarantee of admission and must complete the admission process in its entirety prior to completing the first semester. If admissible scores are not provided by the end of the semester, the
Program Philosophy

This program embraces the assumption that managers must function within a dynamic environment of uncertainty and change. Success will be influenced by the capacity to sensitively scan the environment; to assess facts for their relevance; to formulate appropriate, informed and innovative decisions; and to implement actions for maximum effectiveness. The ability to persuasively communicate, founded on self-awareness and relating to others, is integral to this process.

Curricular Focus

All students will be exposed to a broad-based, generalist perspective of the organizational environment. This entails development of a foundational understanding of the functional components of organizational activity (e.g., accounting, finance, marketing, human resources and management), but within an integrated context. Students, additionally, choose among three concentrations that focus on honing professional skills and knowledge to align with a desired career path. These concentrations include Business Analytics, Health Care Management and Management.

Additionally, the program strives to assist in the development of the following:

- Leadership and ethical behavior
- A systems perspective
- The ability to analyze, synthesize and integrate
- An awareness of self and environment
- Commitment to ongoing professional development
- Effectiveness of communication
- Creativity/vision/the inclination to initiate
- Collaboration and effectiveness as a team member
- Technological sophistication
- An appreciation for ambiguity, uncertainty and equifinality
- A willingness to embrace and promote change/risk-taking
- A global perspective
- An attitude of professionalism

Program Structure

The 36-credit hour program offers eight core MBA courses to provide all students a well-rounded foundation to advance their careers in management. All students choose among three concentrations which offer four courses that focus on honing professional skills and knowledge to align with a desired career path. These concentrations include Business Analytics, Health Care Management and Management.

Students are eligible to enroll directly in the 36-credit program after successfully completing six credits in essential courses (the MBA essentials) or their equivalent as an undergraduate or graduate student. If you do not have the necessary prior course work in business, you will be required to complete up to a total of 42 credits to earn the MBA. Waiver of the 6-credit essential courses will be considered along with review of the official transcript. Students with undergraduate degrees in business administration are usually waived from essential courses.

Concentrations:

Business Analytics

The field of analytics is a rapidly growing area in all industries including government, education, healthcare, media, services and more. This concentration provides a series of four courses focused on developing critical analytical skills and understanding of using data for business improvement and decision making.

Health Care Management

Health Care is one of the fastest growing segments and the opportunities for students who hold an MBA with this concentration will be positioned to take on management level positions with the health and medical services industry, which is anticipating 17% job growth by 2024. The Health Care Management concentration complements the core business courses through four courses focusing on preparing students with the requisite knowledge to enter management level positions in the increasingly competitive, complex and demanding health care sector including hospitals, outpatient facilities and physician practices. Students with or without health care backgrounds can enter this concentration.

Management

The Management concentration is designed for students not focused on a specific industry but who want to develop a strong, well-rounded foundation that will prepare students to move into nearly any management level position. Whether you work in a corporation, small business or nonprofit organization, you will gain the knowledge you need to lead, manage resources and people and become a change agent.

Program Objectives

Graduates of the program will be able to:

1. Demonstrate skill and competence in written communication as such reflects their professional development.
2. Demonstrate knowledge and skills in understanding ethical issues and provide ethical leadership in a management setting.
3. Demonstrate the ability to identify problems, and to collect and analyze discipline-specific data in order to evaluate and propose alternatives, integrating all facets of their learning and apply them strategically.
4. Demonstrate the ability to persuade others and lead in an organizational setting that emphasizes ethical reasoning, critical thinking, and to influence successful outcomes.
5. Demonstrate the ability to identify mission-appropriate opportunities; effectively manage organizational resources, etc., in situations in which potential outcomes are unknown.
6. Demonstrate an understanding of how the global economy operates and to recognize how local decisions have global implications.
**Program of Study**

**(36-42 credits)**

**MBA Essentials (6 credit hours)**
(The Essentials courses are 3 credit hours each. If you have credit for equivalent courses as an undergraduate or graduate student, these courses are not required. At the time of admission, your previous course work will be evaluated and you will receive a letter of acceptance indicating which of these courses you must complete.)

- ACCT 507  Essentials: Accounting
- MKTG 508  Essentials: Management and Marketing

**Required MBA Core (24 credit hours)**

- ACCT 546  Managerial Accounting (Prerequisite: ACCT 507 or waiver from course)
- ECON 511  Economics for Managers
- FINA 508  Financial Management (Prerequisite: ACCT 507 or waiver from course)
- MGMT 510  Leadership and Ethics
- MGMT 542  Organizational Behavior (Prerequisite: MKTG 508 or waiver from course)
- MGMT 621  Foundations of Analytics
- MGMT 623  Data Analysis (Prerequisite: MGMT 621)
- MGMT 624  Predictive Analytics (Prerequisite: MGMT 623)
- MGMT 625  Prescriptive Analytics (Prerequisite: MGMT 623)

**Concentrations: Choose one of three (12 credits)**

**Business Analytics**

- MGMT 622  Data Management (Prerequisite: MGMT 621)
- MGMT 623  Data Analysis (Prerequisite: MGMT 621)
- MGMT 624  Predictive Analytics (Prerequisite: MGMT 623)
- MGMT 625  Prescriptive Analytics (Prerequisite: MGMT 623)

**Health Care Management**

- MGMT 631  Health Care Management and Finance
- MGMT 632  Health Care Policy, Law and Ethics
- MGMT 633  Principles of Population Health Management
- MGMT 634  Health Care Information Management Systems

**Management**

- MGMT 512  Management Decision Analysis (Prerequisite: BUAD 508 or waiver from course)
- MGMT 590  Special Topics in Management
- MGMT 620  Strategic Human Resource Management (Prerequisite: BUAD 508 or waiver from course)
- MGMT 623  Data Analysis (Prerequisite: MGMT 621)

*MGMT 680 must be taken in the last 6-9 credits of study.

Note: The College of Business has established a Global Experiential Learning program. Students interested in adding international travel to course options should check with the MBA coordinator.

**Course Load and Scheduling**

FSU’s MBA program offers all courses in the fall and spring semesters. Summer session schedule traditionally includes all courses; however, this may vary based on demand. Students may take one to four courses per semester, and though it is possible to complete the program in 1 year attending full time, most students complete the program in 1.5 to 3 years. This program is designed to accommodate student progression at differential pace, depending upon the personal and professional demands on their time. It is recommended that students working full time should consider no more than two courses per session. Please be advised that as courses can fill up quickly, all students, particularly those graduating from the program, should register early to ensure placement.

**Program Progression**

Students must seek advising prior to registering for courses and should follow the recommended progression plans for each concentration.

**The Class Experience**

College of Business faculty bring a combination of “real world” and academic experience to the classroom to assist you in developing and enhancing the requisite skills and abilities needed to be a successful manager. Faculty will use a variety of teaching methods, including cases, projects, papers, team exercises, tests, etc., to realize the goals of the course. Student engagement and participation in the online environment is needed for learning to take place, and all classes emphasize interactions between faculty and students and among students. Online virtual classrooms are used in some courses to supplement and enhance content delivery.

**Transfer Credit/Proficiency Credit**

You may apply for transfer credit for up to three courses (9 credit hours) from another regionally accredited graduate program into the Frostburg MBA if you have received a grade of B or higher in the courses. To be accepted as transfer credits, the course work must be deemed essentially comparable to courses in this program and approved by the department chairs. Students should submit a copy of their transcript along with course descriptions and syllabi for evaluation of transfer requests. Proficiency credit or credit by exam is not an option with the following exception: students that hold an active CPA license or active CMA certificate may apply for proficiency credit/credit by exam for ACCT 546.

**Administrative Features**

All administrative features of the program have been simplified and can be completed by students as follows:

- All registration activities can be conducted through FSU’s PAWS online registration system or by mail.
- Contact with the graduate program coordinator, instructors and administrative support may be accomplished via phone or email.
- Book ordering can be conducted online.
- All students are provided access (from personal PCs or program computer labs) to the University’s library of online research resources (including access to 16,000 journals, as well as the ability to download and print out full-text copy of articles).
Technology Support
Frostburg’s MBA program uses the Canvas platform. The Help desk offers technology support 7 days a week, 24 hours a day. Computer lab access is available for students who are within geographic proximity of the Frostburg main campus or at the University System of Maryland at Hagerstown (USMH) location.

Combined BS in Accounting/MBA online
This program is only available to students who have graduated or will graduate from FSU with a bachelor’s degree in accounting.

The 153-hour combined BS/MBA program enables eligible students to complete FSU’s BS in Accounting and MBA degree programs with 153 hours of academic credit. Separate pursuit of each of the above degrees would require a minimum of 156 hours of course work. All CPA exam candidates in many states, including Maryland, are required to complete 150 hours of academic credit. Completion of this combined BS/MBA program will meet all educational requirements for CPA exam candidacy in many states, including Maryland.

Eligibility requirements
a) Declared accounting major at FSU, or FSU accounting graduate
b) GMAT or GRE scores (see page 26 for GMAT/GRE score requirements for admission and waiver options)
c) Major GPA of 2.5 or better at the time of application
d) Application for admission to the 153-hour program approved by the Department of Accounting

Summary of Requirements for Combined BS/MBA Option
1. Complete all requirements for baccalaureate degree in accounting. See the FSU Undergraduate Catalog.
2. Complete the following additional MBA courses (33 hours):

   Required MBA Core (21 credit hours)
   - ECON 511 Economics for Managers
   - FINA 610 Financial Management (Prerequisite: ACCT 507 or waiver from course)
   - MGMT 510 Leadership and Ethics
   - MGMT 542 Organizational Behavior (Prerequisite: MKTG 508 or waiver from course)
   - MGMT 621 Foundations of Analytics
   - MGMT 680 Strategic Analysis and Planning* (Prerequisite: ACCT 546)
   - MKTG 640 Marketing Management (Prerequisite: MKTG 508 or waiver from course)

   Concentrations: Choose one of three (12 credits)
   - Business Analytics
     - MGMT 622 Data Management (Prerequisite: MGMT 621)
   - MGMT 623 Data Analysis (Prerequisite: MGMT 621)
   - MGMT 624 Predictive Analytics (Prerequisite: MGMT 623)
   - MGMT 625 Prescriptive Analytics (Prerequisite: MGMT 623)
   - Health Care Management
     - MGMT 631 Health Care Management and Finance
   - MGMT 632 Health Care Policy, Law and Ethics
   - MGMT 633 Principles of Population Health Management
   - MGMT 634 Health Care Information Management Systems
   - Management
     - MGMT 512 Management Decision Analysis (Prerequisite: BUAD 508 or waiver from course)
     - MGMT 590 Special Topics in Management
     - MGMT 620 Strategic Human Resource Management (Prerequisite: BUAD 508 or waiver from course)
     - MGMT 623 Data Analysis (Prerequisite: MGMT 621)

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