



Alcorn
State University

**School of Business
Graduate Business Programs**

Master of Business Administration (MBA) Program

Concentrations offered:

- **General Business¹**
- **Gaming Management (100% online)**
- **Hospitality Management (100% online)**

ADMINISTRATIVE UNIT

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PROGRAM DESCRIPTION

The School of Business of Alcorn State University offers the Master of Business Administration (MBA) from its Natchez Campus. The Program currently offers concentrations in areas of: General Business, Gaming Management, and Hospitality Management.

The MBA Program is designed to prepare students for leadership roles in today's competitive global business environment. The program provides the opportunity to obtain advanced training in business administration, contributing to the advancement of knowledge, and, in keeping with the overall mission of Alcorn State University, assists in the preparation of global leaders who will be equipped to play an important role in the future development of the state, nation and global economies.

Students who are seeking the MBA degree must hold a bachelor's degree or its equivalent from an accredited institution. Admission is open to individuals with a baccalaureate degree in any discipline including agricultural sciences, education, engineering, healthcare, arts, sciences, culinary and hospitality, and other fields, as well as

¹ General Business concentration courses are offered in an Online/Hybrid manner. Hybrid manner classes are offered from the Natchez Campus and simultaneously broadcast live via the internet. Learners have an option to come to class in-person or join the internet through Blackboard Collaborate. Hybrid format offers flexibility to learners to either to come to the campus or participate live via Blackboard Collaborate from where they are located. Additionally there are courses in the General Business concentration which are delivered completely online.

business. The MBA program is designed for both part-time and full-time students. Students may be admitted to the MBA program and may begin course work at the beginning of any term-fall, spring, or summer.

ALCORN SCHOOL OF BUSINESS MISSION STATEMENT

Alcorn School of Business strives to prepare graduates who will be well-rounded future leaders of high character who will be competitive in the global marketplace of 21st Century.

ALCORN SCHOOL OF BUSINESS MBA PROGRAM MISSION STATEMENT

The mission of the Alcorn State University MBA Program is to advance the knowledge and practice of accounting, finance, marketing, and management and to foster the intellectual and economic vitality of the community through reaching, research, and outreach.

ACCREDITATION

The School of Business, Alcorn State University and the Master of Business Administration Program are accredited by the Accreditation Council for Business Schools and Programs (ACBSP). General Business concentration was accredited by ACBSP in 2013. The concentrations offered in areas of Gaming Management and Hospitality Management were started in 2014 and will be eligible for an accreditation upon graduation of its first batch of students.

GRADUATE FACULTY

Maintaining the quality of the MBA Program, all classes are delivered by qualified faculty. To qualify as graduate faculty in the School of Business, a faculty member must meet the minimum criteria expected of a faculty member in a master's level program as deemed appropriate by the School of Business in accordance with the expectations of maintaining accreditation. Current MBA program faculty:

Akash Dania, Ph.D. Director, Graduate Business Programs & Associate Professor
Kimball Marshall, Ph.D.Professor
William Piper, DBA Professor
Pj Forrest, DBA.....Associate Professor

ADMISSION REQUIREMENTS

Admission to the MBA Program is open to all students who have completed a baccalaureate degree from an accredited college or university. Students seeking admissions to this track of the MBA Program must have:

1. A bachelor's degree or equivalent from an accredited college or university.
2. A minimum cumulative grade point average (GPA) of 2.75 (on 4.0 scale) for all undergraduate work.
3. GMAT exam score of 350.
4. Applicants may take the GRE exam instead of the GMAT exam.
A minimum score of 275 (Verbal Reasoning plus Quantitative Reasoning) is required for admission.

Applicant with managerial, supervisory or professional work experience may be considered for admission based on a weighted three-point criteria consisting of the undergraduate GPA, GMAT or GRE exam score, and number of managerial, supervisory or professional work experience*. Following formula will be used:

- Undergraduate GPA X 200 + GMAT score + 100 X years of work experience \geq 950.
- or
- Undergraduate GPA X 200 + GRE score (Verbal Reasoning plus Quantitative reasoning) + 100 X years of work experience \geq 875.

*Applicant to provide a recent resume and a letter of reference preferably from a supervisor detailing their work experience in managerial, supervisory or professional capacity. This letter is to state applicant's role as a manager, supervisor or a professional, specifically highlighting:

- Time spent in managerial, supervisory or professional capacity, and
- Discussion of job responsibilities of the applicant.

If the letter from the supervisor cannot be submitted, then the details of work should clearly be mentioned in the resume submitted with the application.

International Students:

- International students may apply and undertake the resident option of the MBA – General Business concentration.
- International students are not eligible to enroll in the MBA – [100% online concentrations](#)². According to U.S. immigration regulations, F-1 and M-1 students cannot pursue online degrees. International students in other visa categories (i.e. H-4, L2 etc.) are exempt from this restriction.
- International students may be asked to submit other documents and [health records](#) during or after the admission process.

The GMAT exam or the GRE exam Exemption:

Applicants may be exempt from taking the GMAT exam or the GRE exam if the applicant:

- Holds a doctorate degree from an accredited university.
- Holds a Master's degree in business, hospitality, or related area of study with a GPA of 3.0 or above (on a 4.0 scale) from an accredited university.
- Has a minimum cumulative GPA of 2.75 (on a 4.0 scale) and a minimum score of 136 on the ETS-MFT exam.
- Has at least 4 years of work experience. Years of experience should be in managerial, supervisory or professional capacity.

Conditional Admission:

Applicants may be admitted conditionally to Graduate Studies under the following conditions:

- They do not meet the minimum GPA requirement of 2.75. An applicant with a GPA of less than minimum required may take MBA foundation courses to bring up the GPA.
- They have a GMAT score of less than 350 or a below par formula score or GRE score less than 275 and below par formula score. In which case they have to re-take the GMAT exam or the GRE exam and successfully meet the passing score or the formula score.
- They have an ETS-MFT exam score of less than 136. In which case they have to re-take the ETS-MFT exam or the GMAT or the GRE exam and successfully meet the passing score or the formula score.
- They are required to take foundation courses.

Foundation (Leveling) Courses:

- General Business concentration: Candidate for this concentration is ideally someone who aspires to fit in a leadership/managerial role in today's globally connected business environment. The foundation core courses are designed to attract students from a variety of undergraduate backgrounds, and to prepare them in functional area knowledge of business discipline. All or part of the Foundation CORE courses may not be required for a student with prior equivalent course work at the undergraduate or graduate level if satisfactorily completed at a regionally accredited college or university, preferably one accredited by the ACBSP/AACSB, or through other means as approved by the MBA Admissions Committee.
- Gaming Management/Hospitality Management concentration: Candidate for these concentrations will ideally be someone who may be currently employed in professional capacity in specialty focused industry and aspire to move to leadership role in these industry areas. These MBA concentrations are geared to providing expertise and content knowledge in accounting, finance, marketing, and management in relation to professional specialty areas. Therefore, these concentration options do not require foundation courses.

² Department of Homeland Security stating the rules of attendance for an international student: <http://studyinthestates.dhs.gov/answer/what-rules-do-i-need-follow-if-i-want-take-online-course>

Graduate English Writing Proficiency:

- All student admitted to the MBA Program must satisfy Graduate English Writing Proficiency. English proficiency requirement should be met during the first semester of coursework. Currently following applicants are exempt from this requirement:
 - Applicants who have scored 3.0 on the analytical writing section of the GMAT exam or the GRE exam.
 - Applicants who are holding a Doctorate degree from an accredited School.
 - Applicants who have already met the Graduate Writing Proficiency at Alcorn State University, such as while enrolled at another Master's Program at Alcorn State University.

Transfer Credits:

- A student is allowed to transfer a maximum of six semester hours (two courses) of graduate credit in which grades of "B" or better are earned. These courses must have been taken at an accredited graduate degree-granting institution. All credits to be transferred should be approved by the student's academic advisor and the Graduate Studies. Official transcripts of transfer credits must be on file at the University prior to acceptance of the transfer credits for approval. No courses taken by correspondence will be accepted.
- Transfer requests for courses attempted at a non-U.S. school must be accompanied with transcripts evaluated by any National Association of Credential Evaluation Services (NACES) member. See NACES web site, www.naces.org for a list of NACES members.

HOW TO APPLY

Step 1: Graduate School Application:

Use the electronic admission applications to apply to the Graduate School, apply for readmission or to change your current degree program.

Online application link: http://selfserve.alcorn.edu/pls/prod11q/bwskalog.P_DisplLoginNon

Step 2: Pay Application fees:

Pay an application fee of \$10.00 U.S. (money order). This fee applies to out-of-state (non-Mississippi) applicants only. Have the application fees sent to:

Office of Graduate Studies
Alcorn State University
1000 ASU Drive #689
Lorman, MS 39096-7500

Step 3: GMAT or GRE Admission Test (GMAT or GRE Test may be waived for some applicants – check for eligibility conditions listed in admissions requirements section):

Schedule an appointment to take the GMAT or GRE exam, and have the results sent to Graduate Studies. If you have recently taken a GMAT or GRE, simply send a copy of the exam score report to Graduate Studies.

Schedule your GMAT exam at:

<http://www.mba.com/>

Or, Schedule your GRE exam at:

<http://www.ets.org/gre/>

Have the GMAT exam or the GRE exam scores sent to:

Office of Graduate Studies
Alcorn State University
1000 ASU Drive #689

Lorman, MS 39096-7500

Step 4: Submit Transcripts:

Request that your official transcripts from all colleges and/or universities you have attended be directly sent to:

Office of Graduate Studies
Alcorn State University
1000 ASU Drive #689
Lorman, MS 39096-7500

Step 5: Submit Supplemental Materials:

Submit following supplemental materials to Graduate Studies:

- Current Resume.
- Two Letters of Recommendation:
Two recommendations are required and should be submitted electronically by the reference to graduatestudies@alcorn.edu or mailed through the United States Postal Service, or hand-delivered in a sealed envelope. Access the suggested guidelines for writing a letter of recommendation. Use the link below to access the recommendation form format:
http://www.alcorn.edu/data/files/gallery/ContentGallery/Recommendation_Letter1.pdf

The supplemental materials can also be emailed to graduatestudies@alcorn.edu or mailed directly to:

Office of Graduate Studies
Alcorn State University
1000 ASU Drive #689
Lorman, MS 39096-7500

Step 6: Applies only to International Students (other documents needed from International Students):

- Make an acceptable score on TOEFL as required by the Graduate Studies.
- Provide Documentation of Financial Support. For AY 2015-2016, the amount needed to show is: \$23,380. This amount may change. For exact amount, please contact the Office of Graduate Studies.
- All transcripts from international colleges and universities to be accompanied by verification that the degree is equivalent to a B.S., B.A. or M.S. degree from a college or university in the United States. Applicants may select any National Association of Credential Evaluation Services (NACES) member to provide this service. (See NACES web site, www.naces.org for a list of NACES members.). International students successfully admitted to the MBA Program at Alcorn State University generally have their transcripts verified via: WES: <http://www.wes.org/> or ERES <http://www.eres.com/>. Credential evaluations must include a course-by-course evaluation at the undergraduate or graduate level. This is the only acceptable reporting format.

Note: The U.S. Immigration and Naturalization Service require certification that ALL standards for admission have been met before the I-20 form is issued. International students are required to complete their admissions procedures at least 30 days prior to the term in which they expect to enter. Refer to details on I-20 and other guideline on International Students available [online](#).

Note:

- Once an application is complete in all manner, the Graduate Studies will send an email to the applicant indicating all application material being received.
- Admission decision process normally takes 10 business days from the time all material is received at the Office of Graduate Studies.

Checking status of application:

- To check status of an application, contact:

Office of Graduate Studies
 Alcorn State University
 1000 ASU Drive #689
 Lorman, MS 39096-7500
 Telephone: 601.877.6122
 Fax: 601.877.6995
graduatestudies@alcorn.edu

COMPLIANCE WITH ACADEMIC STANDARDS

Students in the MBA Program must comply with both the academic standards specific to the MBA Program and the general academic standards of Graduate Studies. Compliance relates to all aspects of the academic standards including the progression, retention, and graduation requirements. Students in the MBA Program must maintain a 3.0 GPA in the Required Core and Elective Courses.

For program completion, students must not accumulate more than six semester hours (2 graduate courses) of credit below B (3.0).

Should a student fail to maintain a 3.0 GPA in any semester, the student will be placed on an academic probation. If a 3.0 GPA is not obtained in the subsequent semester of course work, the student will be terminated from continued enrollment from the program.

Any student who has been terminated from Graduate School because of academic standards may submit an appeal to the Office of Graduate Studies as part of due process. An Appeals Committee will make the determination if the appeal is approved or denied for continuance. A detailed explanation for the poor academic record and stating reasons why he/she should be allowed to continue enrollment. If the appeal is granted, then the student must repeat the course(s) for which he/she was disqualified.

REQUIREMENTS TO GRADUATE

- **MBA – General Business:** Students must complete the 36 hours of graduate or professional core and elective courses with at least a 3.0 GPA. Students must not have more than two grades of “C” to complete the program.
- **MBA – Gaming Management/Hospitality Management:** Students must complete the 30 hours of graduate or professional core and elective courses with at least a 3.0 GPA. Students must not have more than two grades of “C” to complete the program.

THE MASTER OF BUSINESS ADMINISTRATION DEGREE CURRICULUM

MBA - General Business Concentration:

FOUNDATION (LEVELING) CORE

(27 Semester Hours)

The required Foundation CORE courses are designed to attract students from a variety of undergraduate backgrounds, not just business. Note that all or part of the Foundation CORE courses may be exempt for a student with prior equivalent course work at the undergraduate or graduate level if satisfactorily completed at a regionally accredited college or university, or through other means as approved by the MBA Admissions Committee.

AC	580	Survey of Accounting	3 Hours
BA	520	Survey of Economics	3 Hours
BA	540	Survey of Legal Environment and Ethics	3 Hours
FI	530	Survey of Finance	3 Hours
MG	510	Survey of Business Statistics	3 Hours
MG	541	Survey of Management	3 Hours
MG	542	Survey of Management Information Systems	3 Hours

MG	560	Survey of Quantitative Methods	3 Hours
MK	550	Survey of Marketing	3 Hours

FOUNDATION ELECTIVES*

BA	543	Graduate Business Internship I	1-3 Hours
BA	544	Graduate Business Internship II	1-3 Hours

*These courses have been designed for students who secure internship during their MBA and want to get credit for the same on their transcripts.

THE MBA DEGREE PROGRAM – GENERAL BUSINESS CONCENTRATION CURRICULUM

The MBA Degree Program – General Business consists of twelve (12) courses (36 semester hours) above the Foundation Core. Seven (7) are required courses, and five (5) are electives.

I. GRADUATE OR PROFESSIONAL REQUIRED CORE: (18 Semester Hours)

The seven (6) required graduate or professional core substantially extend and apply knowledge developed in the foundation core.

AC	680	Managerial Accounting Analysis	3 Hours
BA	620	Managerial Economics Analysis	3 Hours
FI	630	Financial Analysis and Management	3 Hours
MG	610	Quantitative Analysis	3 Hours
MG	640	Organizational Behavior and Development	3 Hours
MK	650	Marketing Analysis	3 Hours

II. REQUIRED CAPSTONE COURSE: (3 Semester Hours)

MG	690	Business Policy and Strategy	3 Hours
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III. GRADUATE OR PROFESSIONAL ELECTIVES: (15 Semester Hours)

Students may decide to focus in a particular academic area by selecting electives from one particular area of interest. (Note: No more than 9 elective hours can be taken in any one academic area.) Elective courses will be offered based on available faculty resources.

AC	682	Accounting Seminar	3 Hours
AC	685	Tax Planning for Management Decisions	3 Hours
AC	688	Financial Statement Analysis	3 Hours
AC	689	Special Topics in Accounting	3 Hours
BA	648	Business Research Methods	3 Hours
FI	632	Financial Institutions	3 Hours
FI	634	Financial Investment Analysis and Policy	3 Hours
FI	636	International Finance	3 Hours
FI	637	Futures, Options and Other Derivative Securities	3 Hours
FI	638	Bank Management	3 Hours
FI	639	Special Topics in Finance	3 Hours
MG	641	Human Resource Management	3 Hours
MG	644	Production/Operations Analysis	3 Hours
MG	646	International Management	3 Hours
MG	648	Staffing Organization	3 Hours
MG	649	Special Topics in Management	3 Hours
MG	692	Entrepreneurship	3 Hours
MK	654	Consumer Behavior	3 Hours
MK	656	International Marketing	3 Hours
MK	658	Marketing Seminar	3 Hours
MK	659	Special Topics in Marketing	3 Hours

MBA – Gaming Management Concentration/ Hospitality Management Concentration:

To complete the MBA Program's concentration in Gaming Management or Hospitality Management, a student must have completed 30 credit-hours of course work. The courses will be offered in completely online (100% online) eight weeks terms and a student if approved could take 6 graduate credit hours per eight weeks term.

THE MBA DEGREE PROGRAM – GAMING MANAGEMENT/HOSPITALITY MANAGEMENT CONCENTRATION CURRICULUM

This option consists of a 15 credit-hour Core, 3 credit-hour Capstone, and 12 credit-hour Electives (based on specialization area). These specialized options of the Alcorn State University's MBA Program geared for full-time or part-time students currently employed in an executive or professional capacity; for former members of the industry desiring to enhance their competencies and skills to re-enter the industry; and for recent graduates with undergraduate degree in related field, therefore there are no prerequisite courses required.

I. GRADUATE OR PROFESSIONAL REQUIRED CORE (15 Semester Hours)

The five (5) required graduate or professional core courses substantially provide knowledge in core functional Business areas.

AC	680	Managerial Accounting Analysis	3 Hours
BA	620	Managerial Economics Analysis	3 Hours
FI	630	Financial Analysis and Management	3 Hours
MG	640	Organizational Behavior and Development	3 Hours
MK	650	Marketing Analysis	3 Hours

II. CAPSTONE COURSE (3 Semester Hours)

BA	690	Business Policy and Strategy	3 Hours
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III. GRADUATE OR PROFESSIONAL ELECTIVES (12 Semester Hours)

The four (4) required graduate or professional elective courses provide knowledge in professional specialty areas. Choice of professional electives is based on specialty area.

a. CONCENTRATION – HOSPITALITY MANAGEMENT*

Complete at least four courses from the following electives:

MHG	642	Foundations of Hospitality Industry	3 Hours
MHG	635	Hospitality Revenue Management	3 Hours
MHG	647	Change Management	3 Hours
MHG	670	Legal, Regulatory, and Ethical Issues in the Hospitality and Gaming Industry	3 Hours
MHG	687	Financial and Managerial Accounting for the Hospitality and Gaming Industry	3 Hours
MHG	614	Principles of Hotel Management	3 Hours

*Other electives for the specialty area to be added based on faculty resources, student interest, business advisory board recommendations, and specialty area and program needs.

b. CONCENTRATION – GAMING MANAGEMENT*

Complete at least four courses from the following electives:

MHG	611	Casino Operations	3 Hours
MHG	612	Casino and Gaming Management	3 Hours
MHG	613	Critical Issues in Gaming Industry	3 Hours
MHG	647	Change Management	3 Hours
MHG	670	Legal, Regulatory, and Ethical Issues in Hospitality and Gaming Industry	3 Hours

MHG 687 Financial and Managerial Accounting for the Hospitality and Gaming Industry

3 Hours

*Other electives for the specialty area to be added based on faculty resources, student interest, business advisory board recommendations, and specialty area and program needs.

MAJOR FIELD EXAM FOR MBA PROGRAM

The Office of Graduate Studies requires each graduate to successfully pass an exit exam prior to graduation. The MBA Program administers the Major Field Exit Exam to MBA students to satisfy this requirement. Results are submitted to the Office of Graduate Studies to document compliance. These are mostly multiple choice type questions with a few short cases. The five (5) factors assessed by the exit exam are:

1. Marketing
2. Management
3. Finance
4. Managerial Accounting
5. Integrated Strategy

Important Note: While the exam provides the MBA Programs with a means of meeting the University's graduation requirements, the major purpose of this exam is to assist the Graduate Business Program in the assessment and accreditation purposes of the MBA Program.

Students should contact the faculty members responsible for each of the CORE professional courses for information about the Exit Exam.

COURSE DESCRIPTIONS

GRADUATE OR PROFESSIONAL CORE:

AC 680 3 hrs. MANAGERIAL ACCOUNTING ANALYSIS

This course provides students with the opportunity to understand that managerial accounting is a cross-functional discipline providing accounting information useful to all management areas. A second objective is to acquaint students with the basic thought that managerial accounting information is necessary for all types of business (manufacturing, services, retail, wholesale, and not-for-profits, regardless of size), and includes both domestic and global organizations.

BA 620 3 hrs. MANAGERIAL ECONOMIC ANALYSIS

An application of microeconomics analysis to the business decision-making process. Emphasis is on the theory of consumer behavior, the production and cost decisions of the individual firm, and the influence of monopolistic elements on the formulation of executive business decisions.

FI 630 3 hrs. FINANCIAL ANALYSIS AND MANAGEMENT

This course relates to the financial management of business enterprises with emphasis on asset management and financing. The valuation of enterprises and financial assets are discussed along with financial markets. Students will be exposed to fundamental theories in financial management and financial markets, application of these theories in business practice, and limitations and difficulties of financial theories in solving real-world problems. The course is designed to develop skills found in competent financial managers.

MG 610 3 hrs. QUANTITATIVE ANALYSIS

This course provides a feeling for the variety and power of quantitative and management science/operation research tools and enables students to recognize on-the-job situations in which quantitative techniques can be applied to successfully remedy problem situations. The topics covered include probability concepts, inventory decisions, linear programming, transportation problems, and project planning with PERT, decision analysis, waiting lines, and simulation. Prerequisite: MG 560 or departmental waiver.

MG 640 3 hrs. ORGANIZATIONAL BEHAVIOR AND DEVELOPMENT

This course examines behavioral concepts, techniques, and applications for managing employees in all types of organizations. Issues of organizational structure, job qualifications, job satisfaction and commitment, teams and teamwork, and leadership are addressed.

MK 650 3 hrs. MARKETING ANALYSIS

Focuses on the analysis of markets, marketing expenditures, effectiveness of marketing programs, estimating customer value, recency, frequency and monetary analysis, measures of promotions and advertising effectiveness, measures of distribution effectiveness, and other key marketing metrics critical to the effective management of marketing programs.

MG 690 3 hrs. BUSINESS POLICY AND STRATEGY (CAPSTONE COURSE)

Focuses on top management perspectives, integrated thinking and complex problem solving. This course should be taken after all core courses have been completed and toward the end of the MBA program. Prerequisite: This is a capstone course and is to be taken in last semester of studies or with departmental approval.

Electives for Concentration – General Business

AC 682 3hrs. ACCOUNTING SEMINAR

Designed primarily for accounting undergraduates seeking to meet the 150-hour requirement for taking the CPA exam. Current selected accounting topics are covered with extensive student involvement.

AC 685 3hrs. TAX PLANNING FOR MANAGEMENT DECISIONS

Provides students with a conceptual overview of the basic tax structure encountered by business organizations. Students who are managers or potential managers gain competency in recognizing business transactions that may have tax consequences. The emphasis is on the Federal Income Tax, but business firms also face multi-jurisdictional tax issues. The course includes a research component to allow students to further develop written and oral communication skills. Prerequisite: AC 680 or consent of instructor.

AC 688 3hrs. FINANCIAL STATEMENT ANALYSIS

Examines the components of financial statements from a user's perspective with emphasis on assessment of the impact of accounting choices on investment and lending decisions. Recommended prerequisite: AC 580.

AC 689 3hrs. SPECIAL TOPICS IN ACCOUNTING

Examines current advanced topics of interest in professional accounting. Topics selected are not covered elsewhere in the MBA curriculum.

BA 648 3hrs. BUSINESS RESEARCH METHODS

A study of a variety of research methods applicable to all business disciplines with an emphasis on developing skills in acquiring data and interpreting and utilizing data as information to guide managerial decision making. Emphasis is given to internal and external secondary data resources and appropriate uses of observation, survey, experimental, and quasi-experimental designs to address business issues. Prerequisites: MK 550 and MG 540.

FI 632 3hrs. FINANCIAL INSTITUTIONS

Presents concepts and techniques related to the management of financial institutions such as banks, credit unions, etc. Topics include bank services, organization of the banking industry, analysis of bank financial statements, asset-liability management, hedging against interest rate fluctuations, raising funds, deposit creation, the Federal Reserve System, and laws and regulations governing the industry. Prerequisites: FI 530 or equivalent.

FI 634 3hrs. FINANCIAL INVESTMENT ANALYSIS AND POLICY

The objectives of this course are to provide students with an understanding of investment environments in the U.S. and international securities markets; knowledge of valuations of various investment instruments, including stocks,

bonds, options, and futures; empirical behavior of security prices and the efficient market hypothesis; asset pricing theory; and analytical skills for portfolio management. Prerequisites: FI 530 or equivalent.

FI 636 3hrs. INTERNATIONAL FINANCE

Provides students with a basic understanding of international financial markets, banking, and financial decision-making in a global environment, as well as an understanding of contemporary events and market trends in finance and business and multinational corporations. Prerequisite: FI 530 or equivalent.

FI 637 3hrs. FUTURES, OPTIONS AND OTHER DERIVATIVE SECURITIES

This course deals with Futures, Options, Swaps, and other derivative securities. Students in this course will overview the structure of the derivative markets. Topics covered include principles and pricing of futures and forwards, writing and pricing options markets, swaps, and other interest rate agreements. Hedging risk using derivative securities, especially futures and options, is also covered. Prerequisite: FI 630 or consent of instructor.

FI 638 3hrs. BANK MANAGEMENT

This course covers current issues related to management of a commercial bank. Specific topics covered include bank performance and evaluation, managing non-interest income and expenses, asset-liability management using GAP analysis and derivatives, liquidity positions and bank capital management, evaluation of commercial and consumer loans, and management of investment portfolios. Prerequisite: FI 530 or equivalent

FI 639 3hrs. SPECIAL TOPICS IN FINANCE

Examines current advanced topics of interest in finance. Topics selected are not covered elsewhere in the MBA curriculum. Pre-requisites: None.

MG 641 3hrs. HUMAN RESOURCE MANAGEMENT

This course presents a broad introduction to the functions and strategic role of human resource management (HRM) by examining the impact of the organization's internal and external environment on the activities of personnel/human resource managers. Various personnel management concepts and practices such as HR planning, job analysis and design, employment law and labor relations, recruitment and selection, training and development, performance appraisals, compensation and benefits, and overall HR system design and management are explored. Selected readings and exercises are used to guide the student through the process of understanding the strategic role of human resource management. Prerequisites: MG 540 or MG 640.

MG 644 3hrs. PRODUCTION/OPERATIONS ANALYSIS

This course is designed to teach the student production/operations management tools including operations in a global market, designing production systems, planning for operations, and controlling the production process. Prerequisite: MG 610.

MG 646 3hrs. INTERNATIONAL MANAGEMENT

This course addresses the international dimensions of business including the importance of a global perspective, challenges of multinational companies, differences in political economies, foreign exchange markets, the international monetary system, cultural variations, regional economic integration, foreign direct investment, and strategies for entering foreign markets. Prerequisites: MG 540 or MG 640.

MG 648 3hrs. STAFFING ORGANIZATIONS

This course examines a comprehensive staffing model that focuses on how to achieve a successful person/job and person/organization match. Components of the staffing Model include external influences (economic conditions, labor markets, unions, laws and regulations), staffing support systems (staffing strategy and planning, job analysis, measurement), major staffing activities (recruitment, selection, employment), and staffing system management. Selected readings and exercises are used to guide the student through the process of understanding organizational staffing. Prerequisites: MG 540 or MG 640.

MG 649 3hrs. SPECIAL TOPICS IN MANAGEMENT

Examines current advanced topics of interest in management. Topics selected are not covered elsewhere in the MBA curriculum. Pre-requisites: None.

MG 690 3hrs. BUSINESS POLICY AND STRATEGY

Capstone course. This course focuses on top management perspectives, integrated thinking, and complex problem solving. This course should be taken after all core courses have been completed and toward the end of the MBA program.

MG 692 3hrs. ENTREPRENEURSHIP

A course studying the concepts and techniques of entrepreneurship and new business ventures. Issues include: Evaluating Opportunity, Developing the Concept, Assessing and Acquiring Resources, Acquiring a Going Concern, Managing the Growing Business, and Harvesting the Mature Business. The course uses cases and projects to demonstrate the concepts and techniques.

MK 654 3hrs. CONSUMER BEHAVIOR

This course provides students with the knowledge and skills necessary to perform consumer analyses that can be used for understanding markets and developing effective marketing strategies. The instruction applies the author's "Wheel of Consumer Analysis", which is a tool to help the reader understand how consumer affect and cognition, consumer behavior, consumer environment, and marketing strategy interact in marketing. "The course explores the Wheel Model to provide a better basis for the analyzing and understanding consumer behavior and can be used to guide the development of effective marketing strategies." Prerequisite: MK 550 or departmental waiver.

MK 656 3hrs. INTERNATIONAL MARKETING

Focuses on the impact of the social, economic, political/legal, and technological environmental forces on businesses in international markets. Students learn the importance of culture and broaden their view of markets and competition in global markets. To capitalize on the globalization of markets, students learn how to market products and services with an international perspective. Prerequisites: MK 550, FI 530, AC 580 or equivalent.

MK 658 3hrs. MARKETING SEMINAR

MK 659 3hrs. SPECIAL TOPICS IN MARKETING

Examines current advanced topics of interest in marketing. Topics selected are not covered elsewhere in the MBA curriculum. Pre-requisites: None.

Electives for Concentration – Hospitality Management

MHG 614 3 hrs. Principles of Hotel Management

This course examines the mechanisms and techniques employed in the management of hotel and motel companies. Comparisons, case studies, and selected topics focus on equity structures, operations, marketing, and systems for a variety of public and private operations.

MHG 635 3 hrs. Hospitality Revenue Management

This course introduces revenue management as a systematic process designed to increase revenue by leveraging tools designed to manage length-of-stay and apply effective pricing strategies. It deals with the theory and practice of operational and strategic revenue management policy and problems in the hospitality industry.

MHG 642 3 hrs. Foundations of Hospitality Industry

This course examines the management techniques employed in hospitality companies. It focuses on information and conceptual tools needed to familiarize students with fundamentals of the global hospitality industry. Topics like characteristics of services industry, service quality, production and distribution of hospitality products are discussed.

MHG 647 3 hrs. Change Management

This course reviews current perspectives of fundamental management of planned changes in organizational settings. Topics include skill requirements, alternative change strategies, criteria for strategy decisions, and general guidelines.

MHG 670 3 hrs. Legal, Regulatory, and Ethical Issues in the Hospitality and Gaming Industry

This course provides students with an understanding of the descriptive and economic analysis of the legal, regulator, and ethical issues related to the hospitality and gaming industry. The course includes a comparative analysis of the regulations of the various regulatory jurisdictions and state compacts with Indian reservations. It develops awareness of ethical considerations peculiar to the hospitality and gaming industry. Topics include economic impact of regulation, new jurisdictions, licensing, and price controls.

MHG 687 3 hrs. Financial and Managerial Accounting for the Hospitality and Gaming Industry

This course provides students with a comprehensive understanding of hospitality and gaming accounting relationships and how numbers influence operations and how operations influence numbers. The course addresses the service industry accounting systems and practices to provide students with necessary foundation to communicate effectively with the finance department of the organizations. Students will gain knowledge to improve skills necessary to understand and analyze financial reports for more effective business planning and decision making.

Electives for Concentration – Gaming Management

MHG 611 3 hrs. Casino Operations

This course deals with the basics of casino operations. Students are exposed to basic casino table games and slot department management operational procedures, relationship between these departments and other hotel/casino departments, and understanding of the casino operations management methods.

MHG 612 3 hrs. Casino and Gaming Management

This course examines the mechanisms used in management of casino holding companies. Case studies are used to explore topics that include organization and department policies, production processes, manpower development, scheduling, and marketing, operating systems, security and fraud prevention.

MHG 613 3 hrs. Current Issues in Gaming Industry

This course will examine current 11 issues in the casino and gaming industry, including trends, policies, and impacts on gaming and casino operations.

MHG 647 3 hrs. Change Management

This course reviews current perspectives of fundamental management of planned changes in organizational settings. Topics include skill requirements, alternative change strategies, criteria for strategy decisions, and general guidelines.

MHG 670 3 hrs. Legal, Regulatory, and Ethical Issues in the Hospitality and Gaming Industry

This course provides students with an understanding of the descriptive and economic analysis of the legal, regulator, and ethical issues related to the hospitality and gaming industry. The course includes a comparative analysis of the regulations of the various regulatory jurisdictions and state compacts with Indian reservations. It develops awareness of ethical considerations peculiar to the hospitality and gaming industry. Topics include economic impact of regulation, new jurisdictions, licensing, and price controls.

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