MASTER OF BUSINESS ADMINISTRATION (MBA)

The purpose of the Master of Business Administration program is to offer students an opportunity to acquire proficiency in general business management and decision making skills which will enable them to carry out managerial responsibilities in both the private and public sectors. As a result of successfully completing the MBA program, graduates should improve their ability to apply strong problem-solving skills to the strategic planning process in organizations and to use written and verbal communication skills effectively to communicate the results of their problem-solving analyses and recommendations. Concentrations offered in accounting and information systems provide additional specialized study related to the strategic management process in organizations.

ACCREDITATION:
The TROY MBA degree is accredited by the Association of Collegiate Business Schools and Programs (ACBSP).

BUSINESS FOUNDATION REQUIREMENTS FOR THE MBA:

1. The foundation course requirements to enter the MBA degree program ensure that students have acquired a common body of knowledge in business administration.
   a. Candidates for admission to the MBA degree program must have earned an undergraduate degree in business administration or accounting from a school holding ACBSP or AASCB specialized accreditation for its business degree program within eight years of enrolling in the MBA program.
   OR
   b. Before attempting 6000-level course work, the student will have successfully completed, within eight years of enrolling in the MBA program, all courses or their equivalent in the following subject areas from a school holding ACBSP or AASCB specialized accreditation for its degree program:
      • Principles of Management
      • Principles of Marketing
      • Managerial Finance

2. If the foundation course requirement is not satisfied by either paragraphs 1.a or 1.b above, to include the restrictions related to currency (i.e., within eight years of initial enrollment in the MBA program) and specialized accreditation, then unless specifically waived by the MBA Program Director based upon relevancy of professional business experience subsequent to the award of a four-year business degree, the following MBA foundation courses must be successfully completed with a “B” grade or better through Troy prior to enrolling in 6000-level courses for which they are identified as prerequisite courses.

   MBA 5502 3 Fundamentals of Accounting and Finance
   MBA 5503 3 Fundamentals of Economic Analysis and Business Law
   MBA 5504 3 Fundamentals of Management and Marketing
   MBA 5505 3 Fundamentals of Information Systems and Quantitative Methods

3. If the content of the MBA foundation course work has been completed and, (1) the content is more than eight years old, or (2) the content of the foundation courses was completed at a school without ACBSP or AASCB specialized accreditation for its business degree programs, the student may attempt to qualify for a waiver of these two requirements by achieving a satisfactory score on the Educational Testing Service Major Field Test in Business (Undergraduate). A satisfactory score is defined as no less than one-half standard error of the mean below the national average reported at the time the exam is attempted. For this catalog year a score of 146 is acceptable.
4. Along with the MBA foundation courses above, students entering the accounting option must have completed a degree in accounting or, minimally, the following courses based on accounting standards, auditing standards, and tax laws that are prevalent in the United States:

   ACT 3391 3 Intermediate Accounting I
   ACT 3392 3 Intermediate Accounting II
   ACT 3394 3 Governmental Accounting
   ACT 4494 3 Income Tax Accounting I
   ACT 4495 3 Income Tax Accounting II
   ACT 4497 3 Auditing

**ADMISSION REQUIREMENTS FOR THE MASTER OF BUSINESS ADMINISTRATION**

**Unconditional Admission:**
1. Students applying for admission must provide official transcripts from all universities attended.
2. Applicants who have completed a master’s or higher degree from a regionally accredited university may be admitted unconditionally. (No graduate admission test scores are required.) Official transcripts from all universities attended must be submitted, to include an official transcript showing completion of a master’s or higher degree.
3. A bachelor’s degree from a regionally accredited college or university is required. (Students with a baccalaureate degree from an unaccredited or otherwise accredited institution should see Unaccredited or Otherwise Accredited Student Admissions.)
4. Applicants must have achieved at least a 2.5 GPA in all undergraduate work or at least a 3.0 GPA in the last 30 semester hours.
5. Official graduate admission exam results (GMAT, GRE (verbal and quantitative), MAT) must be on file (except for applicants with a previous master’s or higher degree; see #2 above).
6. A letter of recommendation is required with all applications for the MBA program. The individual’s potential for success in the MBA program, his/her professional, managerial or administrative experience, as well as his/her written and oral communication skills must be addressed.

**Conditional Admission:**
Students not satisfying the minimum graduate admission test score and GPA requirements for unconditional admission may be conditionally admitted to the program. After the student completes the first three graduate (5000 or 6000 level) courses with a “B” or better average, the student will be granted unconditional admission. Students not satisfying conditional admission requirements will be dropped from the program for one calendar year, after which time the student must petition for readmission. A letter of recommendation is required with all applications for the MBA program. The letter should address the individual’s potential for success in the MBA program as well as his/her written and oral communication skills.

**CURRICULUM**
All courses offer three semester hours credit except MBA 6625, 6626, and 6627, which may vary from one to three semester hours each.

**TRANSFER CREDIT**
A maximum of four courses (12 semester hours) taken at another regionally accredited institution, each with a “B” grade or better, can be applied toward the degree. Credit accepted for transfer into the MBA core, or to satisfy specified concentration courses, is limited to institutions holding ACBSP or AACSB specialized accreditation for their business programs. These courses must be comparable in catalog description, level, and content to Troy courses and must be approved by the appropriate Troy dean/department chair. No more than two courses (six semester hours) may be transferred in from a completed master’s degree program. Professional military education courses are not accepted for credit in the MBA program.

**REQUIREMENTS FOR ADMISSION TO CANDIDACY**
1. To be admitted to candidacy, students must have a 3.0 GPA on all work attempted.
2. Unconditionally admitted graduate students may apply for admission to candidacy after completing six semester graduate hours and requirements as outlined for the specific degree program. A student will be admitted to candidacy the term following completion of 12 semester hours.

**DEGREE REQUIREMENTS**
Successful completion of the courses listed below with an overall grade point average of 3.0 (A = 4.0) is necessary to fulfill requirements for the degree. If the student makes a "D" or "F" in a core course, the course must be retaken. If the student earns a "D" or "F" in an elective course, the course may be retaken, or another elective taken in its place. The student can satisfy the research component requirement by successfully completing MBA 6610, IS 6674, or ACT 6695 with a grade of "B" or better. The capstone course, MBA 6611, must be completed with a grade of “B” or better.

The MBA degree offers three, 36-semester-hour options: accounting, information systems, and general management. All options require six core courses and six option courses as follows:

**Required Core Courses:**
- ACT 6691 3 Managerial Accounting
- MBA 6611 3 Business Strategy
- MBA 6631 3 Managerial Finance
- MBA 6642 3 Quantitative Methods for Business
- MBA 6651 3 Managerial Economics
- MBA 6661 3 Strategic Marketing Management

**Accounting Option Courses:**
- ACT 6692 3 Advanced Accounting Problems
- ACT 6694 3 Income Tax Research
- ACT 6696 3 Accounting Information Systems
- ACT 6695 3 Accounting Research and Communication
- ACT 6698 3 Advanced Auditing
Contemporary Issues in Accounting
Business Law for Accountants

Information Systems Option Courses:
IS 6672 3 Information Systems and Business Strategy
IS 6674 3 Information Systems Management
IS 6676 3 E-Commerce for Global Business
IS 6679 3 Management Information Systems
(Two approved electives)

Finance Option Courses:
FIN 6632 3 Investment Management and Analysis
FIN 6651 3 Financial Institutions
FIN 6652 3 Problems in Financial Management
FIN 6653 3 Finance Research
Select two of the following courses:
FIN 6633 3 International Finance
FIN 6634 3 Derivative Securities
FIN 6656 3 Analysis of Financial Data
FIN 6657 3 Corporate Risk Management
FIN 6658 3 Special Topics in Finance

General Management MBA Option Courses:
MBA 6610 3 Business Research Design
MBA 6671 3 Organizational Behavior
MBA 6673 3 Operations Management
(Three approved electives)

For options other than the accounting option, electives may be selected from the approved list of electives:
BUS 6612 3 Applied Business Research
ECO 6654 3 Labor Economics
ECO 6657 3 International Trade and Economics
FIN 6632 3 Investment Management and Analysis
FIN 6633 3 International Finance
FIN 6634 3 Derivative Securities
FIN 6651 3 Financial Institutions
FIN 6652 3 Problems in Financial Management
FIN 6653 3 Finance Research
FIN 6656 3 Analysis of Financial Data
FIN 6657 3 Corporate Risk Management
FIN 6658 3 Special Topics in Finance
HRM 6601 3 Legal Environment of Employment Decisions
HRM 6603 3 Human Resource Management (recommended for MBA-GM)
HRM 6604 3 Labor Law
HRM 6619 3 Seminar in Human Resource Administration

There are no cross-listings with other Troy graduate degree programs for this program. All transfer credits must be processed through normal academic approval procedures. All authorizations for MBA students to be a transient student at another institution must be approved before the course is attempted. Professional military education courses are not accepted for credit in the MBA program.

EXECUTIVE MASTER OF BUSINESS ADMINISTRATION (EMBA)

The purpose of the Executive Master of Business Administration program is to provide an advanced level of general business education to graduates of baccalaureate programs who meet a stipulated professional experience prerequisite. This opportunity enables these students to be successful in management positions in both the private and public sectors. The program is organized to support specific and general needs of professionally
diverse groups of students by providing advanced study in business administration to students who have acquired a common body of knowledge through education and professional experience. Minor modifications in curriculum allow the EMBA program to meet specific corporate or other organizational needs in contractual programs. As a result of successfully completing the EMBA program, graduates should improve their ability to apply problem-solving skills to the strategic planning process in organizations and to use written and verbal communication skills effectively to communicate the results of their problem-solving analyses and recommendations.

ADMISSION REQUIREMENTS

Unconditional Admission
1. For concentrations other than those listed in (a) and (b) below, a minimum of five years professional, post-baccalaureate experience (unless modified in a contractual corporate program), or a minimum of five years managerial experience beyond first line supervision, and a. for the Accounting concentration, a baccalaureate degree in Accounting or successful completion of all Accounting course prerequisites; and b. for the Healthcare concentration, a baccalaureate degree in healthcare-related field and five years of healthcare-related professional work.
2. Students applying for admission must provide official transcripts from all universities attended.
3. Applicants who have completed a master’s or higher degree from a regionally accredited university may be admitted unconditionally. (No graduate admission test scores are required.) Official transcripts from all universities attended must be submitted, to include an official transcript showing completion of a master’s or higher degree.
4. A bachelor’s degree from a regionally accredited college or university is required. (Students with a baccalaureate degree from an unaccredited or otherwise accredited institution should see Unaccredited or Otherwise Accredited Students.)
5. Applicants must have achieved at least 2.5 GPA in all undergraduate work or at least 3.0 GPA in the last 30 semester hours.
6. Official graduate admission exam results on the GMAT (except as modified by contractual agreement with a partnering organization) must be on file (except for applicants with a previous master’s or higher degree; see #2 above).
7. A letter of recommendation using the online Professional Reference form is required with all applications for the EMBA program. The letter must address the individual’s potential for success in the EMBA program as well as his/her written and oral communication skills.

Conditional Admission
Students not satisfying the minimum graduate admission test score and GPA requirements for unconditional admission may be conditionally admitted to the program. After the student completes the first three graduate (6000 level) courses with a “B” or better average, the student will be granted unconditional admission. Students not satisfying conditional admission requirements will be dropped from the program for one calendar year, after which time the student must petition for readmission. A letter of recommendation is required with all applications for the MBA program. The individual’s potential for success in the MBA program as well as his/her written and oral communication skills should be addressed.

For the Accounting concentration, students with a B.S. Degree in a field other than accounting must have completed the following courses or their equivalent. The prerequisite Accounting courses must be based on accounting standards, auditing standards, and tax laws that are prevalent in the United States.

<table>
<thead>
<tr>
<th>Course</th>
<th>Hours</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACT 3391</td>
<td>3</td>
<td>Intermediate Accounting I</td>
</tr>
<tr>
<td>ACT 3392</td>
<td>3</td>
<td>Intermediate Accounting II</td>
</tr>
<tr>
<td>ACT 3394</td>
<td>3</td>
<td>Governmental Accounting</td>
</tr>
<tr>
<td>ACT 4494</td>
<td>3</td>
<td>Income Tax Accounting I</td>
</tr>
<tr>
<td>ACT 4495</td>
<td>3</td>
<td>Income Tax Accounting II</td>
</tr>
<tr>
<td>ACT 4497</td>
<td>3</td>
<td>Auditing</td>
</tr>
</tbody>
</table>

CURRICULUM
All courses offer three semester hours credit.

TRANSFER CREDIT
A maximum of two courses (six semester hours) taken at another regionally accredited institution each with a grade of "B" or better can be applied toward the degree. (This policy may be modified for contractual programs.) These courses must be comparable in catalog description to Troy courses in the EMBA program and must be approved by the appropriate Troy dean/associate dean/department chair. As the capstone course serves as a component of the degree requirements, it may not be transferred in to the EMBA program.

REQUIREMENTS FOR ADMISSION TO CANDIDACY
1. To be admitted to candidacy, students must have a 3.0 GPA on all work attempted.
2. Unconditionally admitted students may apply for admission to candidacy after completing six semester graduate hours and requirements as outlined for the specific degree program. A student will be admitted to candidacy the term following completion of 12 semester hours.

DEGREE REQUIREMENTS
Successful completion of the courses listed below with an overall grade point average of 3.0 (A=4.0) is necessary to fulfill requirements for the degree. The student can fulfill the research component requirement by successfully completing EMBA 6625 or ACT 6695 (or another designated course in concentrations not requiring these courses) with a grade of "B" or better. Successful completion of the capstone course (EMBA 6611) and presentation of the applied research project are required to fulfill requirements for the degree. If a "D" or "F" is made in a core course or a restricted elective course, the course must be retaken.

The EMBA degree offers several 36-semester hour concentration options:
- Accounting
- Criminal Justice
- General Management
- Healthcare Management
- Information Systems
### Required Prerequisite Course
- **EMBA 5501 3** Survey of Business Concepts

### Required Core Courses
- **ACT 6691 3** Managerial Accounting
- **EMBA 6611 3** Business Strategy
- **EMBA 6631 3** Managerial Finance
- **EMBA 6661 3** Strategic Marketing Management
- **EMBA 6671 3** Organizational Behavior
- **EMBA 6674 3** Ethics in Business

### Required in all concentrations other than Accounting
- **EMBA 6642 3** Quantitative Methods for Business
- **EMBA 6651 3** Managerial Economics
- **IS 6679 3** Management Information Systems

### Professional Concentrations:
#### Accounting Concentration:
- **ACT 6692 3** Advanced Accounting Problems
- **ACT 6694 3** Income Tax Research
- **ACT 6695 3** Accounting Research and Communication
- **ACT 6698 3** Advanced Auditing
- **ACT 6699 3** Advanced Accounting Theory
- **LAW 6600 3** Business Law for Accountants

#### Criminal Justice Concentration:
- **CJ 6620 3** Current Trends In Criminal Law
- **CJ 6624 3** Court Administration
- **CJ 6625 3** Specialized Study (in the Administration of Criminal Justice)

#### General Management Concentration:
- **EMBA 6603 3** Human Resource Management
- **EMBA 6625 3** Specialized Study in Business (with a Management focus)
- **EMBA 6673 3** Operations Management

#### Healthcare Management Concentration:
- **EMBA 6603 3** Human Resource Management
- **EMBA 6625 3** Specialized Study in Business (with a Healthcare Management focus)
- **HSA 6880 3** Health Services Administration and Policy

#### Information Systems Concentration:
- **IS 6672 3** Information Systems and Business Strategy
- **IS 6674 3** Information Systems Management
- **IS 6676 3** E-Commerce For Global Business

There are no cross-listings with other Troy graduate degree programs for this program. All transfer credits must go through normal academic approval procedures. All authorizations for EMBA students to be a transient student at another institution must be approved before the course is attempted. Professional military education courses are not accepted for credit in the EMBA program.

### MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT (MSHRM)

**MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT (MSHRM)**

The Master of Science in Human Resource Management (MSHRM) is a specialized professional program designed to offer the student an opportunity to obtain proficiency in contemporary human resource management concepts, activities, and skills, particularly as they are applied to developing and executing human resource management systems in support of strategic organizational objectives. As a result of successfully completing the MSHRM program, graduates should improve their ability to apply problem-solving skills to designing human resource management systems that fit the strategic objectives of organizations and to use written and verbal communication skills effectively to communicate the results of their problem-solving analyses and recommendations.

### PREREQUISITE REQUIREMENTS

Candidates for admission must have a baccalaureate degree in any subject area from a regionally accredited college or university. The MSHRM degree program requires no prerequisite courses; however, MGT 6600, Advanced Concepts and Topics in Management, must be taken for graduate credit if the student does not have an undergraduate major in business. If the student has an undergraduate major in business, an elective course may be substituted.

### ADMISSION REQUIREMENTS FOR THE MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

#### Unconditional Admission
1. Students applying for admission must provide official transcripts from all universities attended.
2. Applicants who have completed a master’s or higher degree from a regionally accredited university may be admitted unconditionally. (No graduate admission test scores are required.) Official transcripts from all universities attended must be submitted, to include an official transcript showing completion of a master’s or higher degree.
3. A bachelor’s degree from a regionally accredited college or university is required. (Students with a baccalaureate degree from an unaccredited or otherwise accredited institution should see Unaccredited or Otherwise Accredited Student Admissions.)
4. Applicants must have achieved at least 2.5 GPA on all undergraduate work or at least 3.0 GPA on the last 30 semester hours.
5. Official graduate admission exam results (GMAT, GRE [verbal and quantitative], MAT) must be on file (except for applicants with a previous master’s or higher degree; see #2 above).
6. A letter of recommendation is required with all applications for the MSHRM program. The letter should address the individual’s potential for success in the MSHRM program, his/her professional, managerial or administrative experience, as well as his/her written and oral communication skills.

Conditional Admission
Students not satisfying the minimum graduate admission test score and GPA requirements for unconditional admission may be conditionally admitted to the program. After the student completes the first three graduate (6000 level) courses with a “B” or better average, the student will be granted unconditional admission. Students not satisfying conditional admission requirements will be dropped from the program for one calendar year, after which time the student must petition for readmission. A letter of recommendation is required with all applications for the MSHRM program. The individual’s potential for success in the MSHRM program as well as his/her written and oral communication skills should be addressed.

CURRICULUM
All courses offer three semester hours credit except HRM 6625, 6626, and 6627.

TRANSFER CREDIT
A maximum of four courses (12 semester hours) taken at another regionally accredited institution, each with a grade of "B" or better, can be applied toward the degree. These courses must be comparable in catalog description to Troy courses and approved by the appropriate dean/associate dean/department chair.

ADMISSION TO CANDIDACY
To be admitted to candidacy, students must have a 3.0 GPA on all work attempted.
Unconditionally admitted graduate students may apply for admission to candidacy after completing six semester graduate hours and requirements as outlined for the specific degree program. A student will be admitted to candidacy the term following completion of 12 semester hours.

DEGREE REQUIREMENTS
All graduates from the MSHRM program must successfully complete a nine-course core including Business Research Design, Legal Environment of Employment Decisions, Staffing, Advanced Concepts and Topics in Management, Training and Development, Strategic Human Resource Management, Organizational Behavior, Human Resource Management, and Compensation and Benefits Management, and three additional courses suitable to the individual student’s academic and employment background and specific career objectives. If the student makes a "D" or "F" in a core course, the course must be retaken. If the student makes a "D" or "F" in an elective course, the course may be retaken or another elective taken in its place. The program will thus provide students the opportunity to gain an understanding of the subject matter that will enhance their career opportunities. (Total credit hour and course requirements: 36 semester hours / 12 courses).

The MSHRM degree program is a non-research-oriented professional master's degree program that requires an understanding of the accepted professional practices in the field of human resource management.

Curriculum:
Students graduating with the HRM degree will have completed the following 36-semester-hour curriculum:

Required core courses:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUS 6610</td>
<td>Business Research Design (A grade of “B” or better is required.)</td>
<td>3</td>
</tr>
<tr>
<td>HRM 6601</td>
<td>Legal Environment of Employment Decisions</td>
<td>3</td>
</tr>
<tr>
<td>HRM 6603</td>
<td>Human Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>HRM 6622</td>
<td>Human Resource Staffing</td>
<td>3</td>
</tr>
<tr>
<td>HRM 6623</td>
<td>Training and Development of Human Resources Management</td>
<td>3</td>
</tr>
<tr>
<td>HRM 6632</td>
<td>Compensation and Benefits</td>
<td>3</td>
</tr>
<tr>
<td>HRM 6698</td>
<td>Strategic Human Resource Management (capstone course)</td>
<td>3</td>
</tr>
<tr>
<td>MGT 6600</td>
<td>Advanced Concepts and Topics in Management (May be waived if the student has an undergraduate major in business. An elective course will be substituted.)</td>
<td>3</td>
</tr>
<tr>
<td>MGT 6671</td>
<td>Organizational Behavior</td>
<td>3</td>
</tr>
</tbody>
</table>

Elective Courses – Select Three:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECO 6654</td>
<td>Labor Economics</td>
</tr>
<tr>
<td>ECO 6655</td>
<td>Managerial Economics</td>
</tr>
<tr>
<td>HRM 6604</td>
<td>Labor Law</td>
</tr>
<tr>
<td>HRM 6619</td>
<td>Seminar in Human Resource Administration</td>
</tr>
<tr>
<td>HRM 6625, 6, 7</td>
<td>Independent Study in the Area of Human Resource Management</td>
</tr>
<tr>
<td>HRM 6645</td>
<td>International Human Resource Management</td>
</tr>
<tr>
<td>HRM 6689</td>
<td>HRM Internship</td>
</tr>
<tr>
<td>HSA 66XX</td>
<td>Any HSA-prefixed course</td>
</tr>
<tr>
<td>IS 6679</td>
<td>Management Information Systems</td>
</tr>
<tr>
<td>MGT 66XX</td>
<td>Any MGT-prefixed course other than MGT 6600</td>
</tr>
</tbody>
</table>

Other business electives: The elective may be selected from any appropriate graduate business administration/management, MSM, Troy-approved PME course, HRM, Specialized Study completed with a Troy faculty member, or selected pre-approved MPA courses (i.e., PA 6603, 6623, 6630, 6631, 6645, 6647, 6648, 6649, 6650, 6680, 6683, 6687, or 6688). All authorizations for MSHRM students to be a transient student at another institution must be approved before the course is attempted.

Cross-listing for this program only will be permitted as follows:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>IS 6679</td>
<td>PA 6679</td>
<td></td>
</tr>
<tr>
<td>MGT 6671</td>
<td>PA 6646</td>
<td></td>
</tr>
<tr>
<td>MGT 6675</td>
<td>PA 6620</td>
<td></td>
</tr>
</tbody>
</table>
Completion of a capstone course (HRM 6698) with a grade of “B” or higher is required for graduation. In this course students will be extensively examined on the ability to synthesize the content of the core courses through the administration of a comprehensive case analysis final examination.

MASTER OF SCIENCE IN MANAGEMENT (MSM)

MASTER OF SCIENCE IN MANAGEMENT PROGRAM

The purpose of the Master of Science in Management program is to provide a specialized professional program for the student who wants to acquire proficiency in management skills, including decision making, which will enable the graduate to carry out responsibilities in both general and specialized managerial roles. Concentrations in Human Resource Management, Information Systems, Leadership and Organizational Effectiveness, International Management, and Healthcare Management further develop managerial problem-solving skills in specific areas of applied management. As a result of successfully completing the MSM program, graduates should improve their ability to apply problem-solving skills to operational and strategic planning processes and to use written and verbal communication skills effectively to communicate the results of their problem-solving analyses and recommendations.

PREREQUISITE REQUIREMENTS

Candidates for admission must have a baccalaureate degree in any subject area from a regionally accredited college or university. The MSM degree program requires no prerequisite courses; however, MGT 6600, Advanced Concepts and Topics in Management, must be taken for graduate credit if the student does not have an undergraduate major in business. If the student has an undergraduate major in business, an elective course will be substituted.

ADMISSION REQUIREMENTS FOR THE MASTER OF SCIENCE IN MANAGEMENT

Unconditional Admission

1. Students applying for admission must provide official transcripts from all universities attended.
2. Applicants who have completed a master’s or higher degree from a regionally accredited university may be admitted unconditionally. (No graduate admission test scores are required.) Official transcripts from all universities attended must be submitted, to include an official transcript showing completion of a master’s or higher degree.
3. A bachelor’s degree from a regionally accredited college or university is required. (Students with a baccalaureate degree from an unaccredited or otherwise accredited institution should see Unaccredited or Otherwise Accredited Student Admissions.)
4. Applicants must have achieved at least 2.5 GPA on all undergraduate work or at least 3.0 GPA on the last 30 semester hours.
5. Official graduate admission exam results (GMAT, GRE [verbal and quantitative], MAT) must be on file (except for applicants with a previous master’s or higher degree; see #2 above).

6. A letter of recommendation is required with all applications for the MSM program. The letter should address the individual’s potential for success in the MSM program, professional, managerial or administrative experience, as well as his/her written and oral communication skills.

Conditional Admission

Students not satisfying the minimum graduate admission test score and GPA requirements for unconditional admission may be conditionally admitted to the program. After the student completes the first three graduate (6000 level) courses with a “B” or better average, the student will be granted unconditional admission. Students not satisfying conditional admission requirements will be dropped from the program for one calendar year, after which time the student must petition for readmission. A letter of recommendation is required with all applications for the MSM program. The individual’s potential for success in the MSM program as well as his/her written and oral communication skills should be addressed.

CURRICULUM

All courses offer three semester hours credit except MGT 6625 and 6626.

TRANSFER CREDIT

A maximum of four courses (12 semester hours) taken at another regionally accredited institution, each with a “B” grade or better, can be applied toward the degree. These courses must be comparable in catalog description to Troy courses and must be approved by the appropriate dean/associate dean/department chair. Note that in the Applied Management concentration, no transfer credit is permitted.

ADMISSION TO CANDIDACY

To be admitted to candidacy, students must have a 3.0 GPA on all work attempted. Unconditionally admitted graduate students may apply for admission to candidacy for a degree after completing six semester graduate hours and requirements as outlined for the specific degree program. A student will be admitted to candidacy the term following completion of 12 semester hours.

DEGREE REQUIREMENTS

Students graduating with the MSM degree will have successfully completed the following curriculum:

General Program Course Requirements

a. 30 semester hours for the applied management concentration offered to contractual cohort groups, with successful completion of a comprehensive written examination.

OR

b. 36 semester hours for all other concentrations, with no comprehensive written examination. Students must achieve an overall grade point average of 3.0 (A=4.0) to fulfill requirements for the degree.

If a "D" or "F" is made in a core course or a restricted elective course, the course must be retaken. If the student makes a
"D" or "F" in an elective course, the course may be retaken or another elective taken in its place.

The MSM degree offers seven, 36-semester hour options: Human Resource Management, Leadership and Organizational Effectiveness, Information Systems, International Management, and Healthcare Management. The MSM degree also offers 30-semester-hour options for contractual, cohort groups of students in Applied Management and in Public Management. All options require six core courses, four concentration courses and two elective courses (except for the Applied Management and Public Management concentrations) as follows:

### Required MSM Core (6 courses)

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUS 6610</td>
<td>3</td>
<td>Business Research Design (A grade of &quot;B&quot; or better is required)</td>
</tr>
<tr>
<td>MGT 6600</td>
<td>3</td>
<td>Advanced Concepts and Topics in Management (May be waived if the student has an undergraduate major in business, in which case, an elective course will be substituted. This course should be taken within the first 12 semester hours of the degree program.)</td>
</tr>
<tr>
<td>MGT 6627</td>
<td>3</td>
<td>Specialized Study in Management (Focus on concentration selected by the student; serves as the Research Component for the degree. The core course requirements should be completed. Typically taken as the last, or concurrently with the last, concentration course. A grade of &quot;B&quot; or better is required.)</td>
</tr>
<tr>
<td>MGT 6671</td>
<td>3</td>
<td>Organizational Behavior</td>
</tr>
<tr>
<td>MGT 6685</td>
<td>3</td>
<td>Management Strategy (&quot;B&quot; grade or better required in 36-semester-hour concentrations)</td>
</tr>
<tr>
<td>MGT 6696</td>
<td>3</td>
<td>Financial Analysis</td>
</tr>
</tbody>
</table>

### Four additional courses from one concentration area

#### Area A: Human Resource Management (Select 12 semester hours)

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRM 6601</td>
<td>3</td>
<td>Legal Environment of Employment Decisions</td>
</tr>
<tr>
<td>HRM 6603</td>
<td>3</td>
<td>Human Resource Management (Required)</td>
</tr>
<tr>
<td>HRM 6604</td>
<td>3</td>
<td>Labor Law</td>
</tr>
<tr>
<td>HRM 6619</td>
<td>3</td>
<td>Seminar in Human Resource Administration</td>
</tr>
<tr>
<td>HRM 6622</td>
<td>3</td>
<td>Human Resource Staffing</td>
</tr>
<tr>
<td>HRM 6623</td>
<td>3</td>
<td>Training and Development of Human Resources</td>
</tr>
<tr>
<td>HRM 6632</td>
<td>3</td>
<td>Compensation Management</td>
</tr>
<tr>
<td>HRM 6645</td>
<td>3</td>
<td>International Human Resource Management</td>
</tr>
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</table>

#### Area B: Leadership and Organizational Effectiveness

<table>
<thead>
<tr>
<th>Course</th>
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<th>Title</th>
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</thead>
<tbody>
<tr>
<td>IS 6679</td>
<td>3</td>
<td>Management Information Systems</td>
</tr>
<tr>
<td>MGT 6674</td>
<td>3</td>
<td>Business Ethics</td>
</tr>
<tr>
<td>MGT 6681</td>
<td>3</td>
<td>Organization Development and Change (Required)</td>
</tr>
<tr>
<td>MGT 6682</td>
<td>3</td>
<td>Leadership and Motivation</td>
</tr>
</tbody>
</table>

#### Area C: International Management (Select 12 semester hours)

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECO 6657</td>
<td>3</td>
<td>International Trade and Economics</td>
</tr>
<tr>
<td>HRM 6645</td>
<td>3</td>
<td>International Human Resource Management</td>
</tr>
<tr>
<td>MGT 6670</td>
<td>3</td>
<td>Seminar In International Management (Required)</td>
</tr>
<tr>
<td>IR 5552</td>
<td>3</td>
<td>International Law</td>
</tr>
<tr>
<td>IR 6631</td>
<td>3</td>
<td>Intercultural Relations</td>
</tr>
<tr>
<td>IR 6656</td>
<td>3</td>
<td>International Power and Influence</td>
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#### Area D: Healthcare Management (Select 12 semester hours)

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>HSA 6680</td>
<td>3</td>
<td>Health Services Administration and Policy</td>
</tr>
<tr>
<td>HSA 6681</td>
<td>3</td>
<td>Legal and Social Issues in Health Administra\ion</td>
</tr>
<tr>
<td>HSA 6682</td>
<td>3</td>
<td>Health Care Planning and Management (Required)</td>
</tr>
<tr>
<td>HSA 6683</td>
<td>3</td>
<td>Health Care Economics</td>
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<tr>
<td>HSA 6684</td>
<td>3</td>
<td>Managed Care: Origins, Organizations, and Operations</td>
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#### Area E: Information Systems

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>IS 6672</td>
<td>3</td>
<td>Information Systems and Business Strategy</td>
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<td>IS 6674</td>
<td>3</td>
<td>Information Systems Management</td>
</tr>
<tr>
<td>IS 6676</td>
<td>3</td>
<td>E-Commerce for Global Business</td>
</tr>
<tr>
<td>IS 6679</td>
<td>3</td>
<td>Management Information Systems</td>
</tr>
</tbody>
</table>
Area F: Applied Management (Limited to site-specific cohorts/contract programs)
(Select 12 semester hours)
HRM 6603  3  Human Resource Management
MGT 6645  3  Quantitative Methods in Management
MGT 6681  3  Organization Development and Change Management Elective Selected for Cohort

Area G: Public Management (Limited to Maxwell/Gunter/contract programs)
(Complete the specified 12 semester hours)
PA 6610  3  Foundations of Public Administration
PA 6624  3  Public Human Resources Management
PA 6644  3  Administrative Law
PA 6650  3  Governmental Budgeting

Other Business Electives:
Elective courses may be selected from any appropriate graduate management curriculum, to include the Troy MSM, Troy MSHRM,Troy approved PME course, specialized study completed with a Troy faculty member, or selected pre-approved MPA courses (i.e., PA 6603, 6630, 6631, 6645, 6647, 6648, 6649, 6650, 6687, or 6688) and an MSIR course, IR 6641. All authorizations for MSM students to be a transient student at another institution must be approved before the course is attempted.

Cross-listings for this program only:

<table>
<thead>
<tr>
<th>Course</th>
<th>Code</th>
<th>Department</th>
<th>Code</th>
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<tbody>
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<td>IS 6679</td>
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<td>IR 6620</td>
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<td>MGT 6671</td>
<td>PA 6646</td>
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<td>MGT 6675</td>
<td>PA 6620</td>
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</table>
Effective Fall 2006

TROY UNIVERSITY
MASTER OF BUSINESS ADMINISTRATION
Graduate Degree Plan and Progress Record / Application for Admission to Candidacy
36 Semester-Hour Program

Name

Address

Student ID #

Campus

E-mail

Copy of transcript must be included. May not use “Student Academic Credits” or “Academic Evaluation” report.

DEGREE REQUIREMENTS:

1. GRE, or equivalent exam, test scores submitted
2. Official transcript of all academic work
3. Unconditional Admission
4. 36 semester hours of graduate credit
5. Meet residency requirements
6. No more than two grades below “C”
7. Overall GPA of 3.0
8. Completion of research requirement with a “B” or better (See Catalog)
9. All credit earned within 8 years of graduation
10. Admission to Candidacy
11. Completion of capstone with a grade of “B” or better
12. “Intent to Graduate” notice filed

REQUIRED CORE COURSES (18 Semester Hours):

<table>
<thead>
<tr>
<th>COURSE NO</th>
<th>TITLE</th>
<th>HRS</th>
<th>GRADE</th>
<th>TERM/YR</th>
<th>TRANSFER CREDIT</th>
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<tbody>
<tr>
<td>ACT 6601</td>
<td>Managerial Accounting</td>
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<tr>
<td>MBA 6611</td>
<td>Business Strategy (Capstone, Last Term)</td>
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<td>MBA 6631</td>
<td>Managerial Finance</td>
<td>3</td>
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<tr>
<td>MBA 6642</td>
<td>Quantitative Methods for Business</td>
<td>3</td>
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<tr>
<td>MBA 6651</td>
<td>Managerial Economics</td>
<td>3</td>
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<tr>
<td>MBA 6661</td>
<td>Strategic Marketing Management</td>
<td>3</td>
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CONCENTRATION: 18 Semester Hours
Options: Accounting, Information Systems, General Management, or Finance (Circle One)—See Catalog for Approved Courses.

<table>
<thead>
<tr>
<th>Options</th>
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</table>

ITEMS TO BE DISCUSSED:

1. One-term limit to have transcripts and test scores on file
2. Temporary, conditional, and unconditional admission
3. Availability of faculty for academic advising
4. Petition for transfer credit once unconditionally admitted
5. Class attendance
6. Drop and withdrawal procedures, deadline, and consequences
7. Petition for an incomplete grade
8. Student participation in course and program evaluation
9. Other

ADMISSION STATUS

Type Date Initials
Conditional
Unconditional
Residency
Test Score

STUDENT ACKNOWLEDGEMENT (at time of initial enrollment and faculty advisement):
I have read the current year’s Graduate Catalog and acknowledge the contents and requirements of the above program. I have received academic advising from my Faculty Advisor.

Student’s Signature Date

Faculty Advisor

Date

STUDENT ACKNOWLEDGEMENT (at time of application for admission to candidacy):
I hereby apply for Admission to Candidacy.

Student’s Signature Date

Chair / Dean

Date

CANDIDACY APPROVED:

Advisor Date

Denn, Graduate School

Date

Distribution: Gold — Student
Park — Campus/Branch file
All other (Green, Yellow) — UC
Original — Official File

Revised 4-1-06

TROY Publications 384-129
Executive Master of Business Administration

Graduate Degree Plan and Progress Record / Application for Admission to Candidacy
36 Semester-Hour Program

Name: ___________________________  Student ID #: ___________________________  Campus: ___________________________

Address: _____________________________________________________________  E-mail: _______________________________________

Copy of transcript must be attached. May not use “Student Academic Credits” or “Academic Evaluation” report.

Degree Requirements:
1. GRE, or equivalent exam, test scores submitted
2. Official transcript of all academic work
3. Unconditional Admission
4. 36 semester hours of graduate credit
5. Meet residency requirements
6. No more than two grades below “B”
7. Overall GPA of 3.0
8. Completion of research requirement with a “B” or better
9. All credit earned within 8 years of graduation
10. Admission to Candidacy
11. Completion of capstone with a grade of “B” or better
12. “Intent to Graduate” notice filed

Required Prerequisite Course:
EMBA 5580  Survey of Business Concepts (Prerequisite: Pass/Fail)  3

Required Core Courses (18 Semester Hours):

<table>
<thead>
<tr>
<th>COURSE NO</th>
<th>TITLE</th>
<th>HRS</th>
<th>GRADE</th>
<th>TERM/VR</th>
<th>TRANSFER CREDIT</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACT 6691</td>
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<td>EMBA 6611</td>
<td>Business Strategy</td>
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<tr>
<td>EMBA 6631</td>
<td>Managerial Finance</td>
<td>3</td>
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<tr>
<td>EMBA 6661</td>
<td>Strategic Marketing Management</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EMBA 6671</td>
<td>Organizational Behavior</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EMBA 6674</td>
<td>Ethics in Business</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Required in Concentrations Other Than Accounting (9 Semester Hours):
EMBA 6642  Quantitative Methods for Business  3
EMBA 6651  Managerial Economics  3
IS 6679  Management Information Systems  3


Items to be Discussed:
1. One-term limit to have transcripts and test scores on file
2. Temporary, conditional, and unconditional admission
3. Availability of faculty for academic advising
4. Petition for transfer credit once unconditionally admitted
5. Class attendance
6. Drop withdrawal procedures, deadline, and consequences
7. Petition for an incomplete grade
8. Student participation in course and program evaluation
9. Other

Admission Status

<table>
<thead>
<tr>
<th>Type</th>
<th>Date</th>
<th>Initials</th>
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<td></td>
<td></td>
</tr>
<tr>
<td>Test Score</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Student Acknowledgement (at time of initial enrollment and faculty advisement):
I have read the current year’s Graduate Catalog and acknowledge the contents and requirements of the above program. I have received academic advising from my Faculty Advisor.

Student’s Signature: ___________________________  Date: _____________  Faculty Advisor: ___________________________  Date: _____________

Student Acknowledgement (at time of application for admission to candidacy):
I hereby apply for Admission to Candidacy.

Student’s Signature: ___________________________  Date: _____________  Chair/Dean: ___________________________  Date: _____________

Candidacy Approved:

Advisor: ___________________________  Date: _____________  Dean, Graduate School: ___________________________  Date: _____________

Distribution: Grad  Student, Pink-Campus/Branch file, All other (Green, Yellow), UC, Original-Official File

Revised 4-1-06  TROY Publications 384-130
TROY UNIVERSITY
MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT
Graduate Degree Plan and Progress Record / Application for Admission to Candidacy
36-Semester-Hour Program

Effective Fall 2006

Name ____________________________ Student ID # ____________ Campus ________________

Address: __________________________ E-mail: ________________

Copy of transcript must be attached. May not use "Student Academic Credits" or "Academic Evaluations" report.

DEGREE REQUIREMENTS:
1. GRE, or equivalent exam, test scores submitted
2. Official transcript of all academic work
3. Unconditional Admission
4. 36 semester hours of graduate credit
5. Meet residency requirements
6. No more than two grades below "B"
7. Overall GPA of 3.0
8. Completion of research requirement with a "B" or better
9. All credit earned within 8 years of graduation
10. Admission to Candidacy
11. Completion of capstone with a grade of "B" or better
12. "Intent to Graduate" notice filed

REQUIRED CORE COURSES (27 Semester Hours):

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<tr>
<th>COURSE NO</th>
<th>TITLE</th>
<th>HRS</th>
<th>GRADE</th>
<th>TERM/YR</th>
<th>TRANSFER CREDIT</th>
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<tr>
<td>BUS 6610</td>
<td>Business Research Design (Research Requirement)</td>
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<tr>
<td>HRM 6600</td>
<td>Legal Environment of Employment Decisions</td>
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<td>HRM 6603</td>
<td>Human Resource Management</td>
<td>3</td>
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<td>HRM 6622</td>
<td>Human Resource Staffing</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HRM 6623</td>
<td>Training and Development of Human Resources</td>
<td>3</td>
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<tr>
<td>HRM 6632</td>
<td>Compensation and Benefits</td>
<td>3</td>
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<td>Strategic Human Resource Management (Capstone Course)</td>
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<tr>
<td>MGT 6600</td>
<td>Advanced Concepts and Topics in Management (See Catalog)</td>
<td>3</td>
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</table>

SELECT THREE APPROVED ELECTIVES: (9 Semester Hours)

|   |   |   |

ITEMS TO BE DISCUSSED:
1. One-term limit to have transcripts and test scores on file
2. Temporary, conditional, and unconditional admission
3. Availability of faculty for academic advising
4. Petition for transfer credit once unconditionally admitted
5. Class attendance
6. Drop and withdrawal procedures, deadline, and consequences
7. Petition for an incomplete grade
8. Student participation in course and program evaluation
9. Other

ADMISSION STATUS
Type       Date       Initials
Conditional
Unconditional
Residency   Test Score

STUDENT ACKNOWLEDGEMENT (at time of initial enrollment and faculty advisement):
I have read the current year’s Graduate Catalog and acknowledge the contents and requirements of the above program. I have received academic advising from my faculty advisor.

Student’s Signature ____________________________ Date ____________
Faculty Advisor ____________________________ Date ____________

STUDENT ACKNOWLEDGEMENT (at time of application for admission to candidacy):
I hereby apply for Admission to Candidacy.

Student’s Signature ____________________________ Date ____________
Chair / Dean ____________________________ Date ____________
CANDIDACY APPROVED: ____________________________ Date ____________
Advisor ____________________________ Date ____________

Distribution: Gold — Student
              Pick — Campus/Branch file
              All other (Green, Yellow), UC
              Original — Official File

Revised 4-1-96

TROY Publications 384-1 32
Effective Fall 2006

TROY UNIVERSITY
MASTER OF SCIENCE IN MANAGEMENT
Graduate Degree Plan and Progress Record / Application for Admission to Candidacy
36- or 39-Semester-Hour Program

Name: ___________________________  Student ID #: ___________________________  Campus: ___________________________

Address: ___________________________  E-mail: ___________________________

Copy of transcript must be attached. May not use “Student Academic Credits” or “Academic Evaluation” report.

DEGREE REQUIREMENTS:
1. GRE, or equivalent exam, test scores submitted
2. Official transcript of all academic work
3. Unconditional Admission
4. 36 semester hours of credit for all concentrations except Area F (30 SH)
5. Meet residency requirements
6. No more than two grades below “B”
7. Overall GPA of 3.0
8. Completion of research requirement with a “B” or better
9. All credit earned within 8 years of graduation
10. Admission to Candidacy
11. Completion of capstone with a grade of “B” or better
12. “Intent to Graduate” notice filed

REQUIRED CORE COURSES (18 Semester Hours):

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<tr>
<th>COURSE NO</th>
<th>TITLE</th>
<th>HRS</th>
<th>GRADE</th>
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<td>Specialized Study in Management</td>
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<td>Financial Analysis</td>
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</table>

CONCENTRATION: 12 Semester Hours
Area A—Human Resource Management; Area B—Leadership and Organizational Effectiveness; Area C—International Management; Area D—Healthcare Management; Area E—Information Systems; Area F—Applied Management (Contractual Cohorts Only); Area G—Public Management (Contractual Cohorts at Maxwell/Conor AB Only)

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APPROVED ELECTIVES: 6 Semester Hours (Not required for the Applied Management Concentration)

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ITEMS TO BE DISCUSSED:
1. One-term limit to have transcripts and test scores on file
2. Temporary, conditional, and unconditional admission
3. Availability of faculty for academic advising
4. Petition for transfer credit once unconditionally admitted
5. Class attendance
6. Drop and withdraw procedures, deadline, and consequences
7. Petition for an Incomplete grade
8. Student participation in course and program evaluation
9. Other

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</table>

STUDENT ACKNOWLEDGEMENT (at time of initial enrollment and faculty advisement):
I have read the current year’s Graduate Catalog and acknowledge the contents and requirements of the above program. I have received academic advising from my Faculty Advisor.

Student’s Signature: ___________________________  Date: ___________________________  Faculty Advisor: ___________________________  Date: ___________________________

STUDENT ACKNOWLEDGEMENT (at time of application for admission to candidacy):
I hereby apply for Admission to Candidacy.

Student’s Signature: ___________________________  Date: ___________________________  APPROVED: Chair / Dean  Date: ___________________________

Advisor: ___________________________  Date: ___________________________  CANDIDACY APPROVED: Dean, Graduate School  Date: ___________________________

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