The revised part-time evening Master’s in Business Administration (MBA) program will require students to take 24 hours of graduate education coursework which will form the core of the program. The student will then choose 6 additional hours of elective coursework for a total of 30 credit hours to earn the degree. All students must take the following courses as the core of the program:

- Compass Learning Community, MG 6110 (1 ch)
- Managerial Communications, BUS 6000 (2 ch)
- Competitive Analysis, EC 6300 (2 ch)
- *Financial Analysis, ACFN 6110 (2 ch)
- Global Markets, BUS 6100 (2 ch)
- Financial Strategy & Decision Making, ACFN 6310 (2 ch)
- Leadership & Organizational Behavior, MG 6310 (2 ch)
- Corporate Social Responsibility, BUS 6110, (2 ch)
- Marketing Strategy, MK 6410, (2 ch)
- Professional Development: Contemplation in Action, MG 6410, (2 ch)
- Business Policy, MG 6490, (3 CH)

Total 22 credit hours

* Accounting students are waived from Financial Analysis, ACFN 6110, but must take Corporate Law for Managers, BUS 6400 (2 ch), in lieu of ACFN 6110 to meet requirements for the CPA Exam.

In addition to the core courses listed above, students **must** select one 2 credit hour course from the list below:

- Project Management, MG 6320, (2 ch)
  Or
- Business Intelligence, BUS 6300, (2 ch)
  Or
- Supply Chain and Logistics Management, BUS 6310, (2 ch)

The student pursuing the MBA degree must also choose 6 additional hours of elective credit for the 30 hour degree.

The student pursuing a concentration within the MBA will take 8 prescribed credit hours outside of the core. Elective hours may be counted towards the concentration.
HELZBERG SCHOOL OF MANAGEMENT
NEW M.B.A. PROGRAM DESIGN

PASSPORT OF EXPERIENCES

Compass Learning Community (1 cr.)

Ongoing Learning Community

Curriculum/Required Courses and Electives

Alumni Interaction

Business Capstone (3 cr.)

Coaching

Mentoring

Career Management

Contemplation in Action (2 cr.)

Integrated Professional Development
Entering the Program

PASSPORT OF EXPERIENCES

Compass Learning Community (1 cr.)

Ongoing Learning Community

Alumni Interaction

Curriculum/Required Courses and Electives

Business Capstone (3 cr.)

Coaching

Contemplation in Action (2 cr.)

Mentoring

Career Management

Integrated Professional Development
Curriculum/Required Courses & Electives

PASSPORT OF EXPERIENCES

Compass Learning Community (1 cr.)

Ongoing Learning Community

Alumni Interaction

Business Capstone (3 cr.)

Curriculum/Required Courses and Electives

Coaching

Mentoring

Career Management

Integrated Professional Development

Contemplation in Action (2 cr.)
Moving Forward: Contemplation in Action

PASSPORT OF EXPERIENCES

Compass Learning Community (1 cr.)

Ongoing Learning Community

Curriculum/Required Courses and Electives

Alumni Interaction

Business Capstone (3 cr.)

Ongoing Learning Community

Contemplation in Action (2 cr.)

Coaching

Mentoring

Career Management

Integrated Professional Development
Component of Professional Development
Helzberg MBA

As part of our Professional and Personal Development component of the new MBA program, students will get a number of personalized development sessions outside of their regular classes. This personalized development is a major differentiator of our program.

Development components include coaching, mentoring and career management, as well as skills-based workshops.

A likely operationalization* of this will be:

Coaching: A coach from the Helzberg Center for Professional Development will be assigned to each student during the Compass class. Each student will meet with their coach twice during their first semester, and once each semester thereafter.

Mentoring: Through the coaches and a variety of mentor-matching processes, each student will work with both a faculty mentor and at least one mentor from the community. Students will reflect on their experience in LiveText following each encounter.

A student will meet at least twice during their academic experience with their faculty mentor to discuss their academic track and other issues of interest and within the faculty expertise. Students will reflect on their experience in LiveText following each encounter.

A student will meet at least once a semester (beginning in the 2nd semester of the program) during their academic experience with a business community mentor to discuss and plan for professional development, as well as career options. Students will reflect on their experience in LiveText following each encounter.

Workshops: multiple topical workshops will be offered each semester (such as negotiation strategies, project management or facilitation skills). Two required workshop series include: mentoring program preparation (one 4-hour session) taken during the second semester of the program; career management workshops (two to three 4-hour sessions) taken during the semester preceding their final semester in the program. Although a student may take as many as they wish- 5 are required for degree completion.

The student's coach will track all the above to ensure appropriate progress.

Students will document advancement in a "passport" and reflect within an eportfolio (LiveText).
Typical summary for each student during his or her academic experience:

**Coaching sessions**- 4 for Accelerated MBA; for Helzberg MBA, 1 additional session for each semester they remain in the program

**Faculty sessions**- 2 for Accelerated MBA; for Helzberg MBA, 2 additional sessions for each year they remain in the program

**Business mentor sessions**- 4 for Accelerated MBA; for Helzberg MBA, 1 additional session for each semester they remain in the program

**Workshops**- 5 (minimum)

The above is in addition to the full semester class a student takes in their final semester called Professional Development.

*I have the full content of each of these too for those interested.*
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<thead>
<tr>
<th>Title</th>
<th>Prefix &amp; Number</th>
<th>Credit Hours Assigned</th>
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<tbody>
<tr>
<td>Compass Learning Community</td>
<td>MG6110</td>
<td>1</td>
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<tr>
<td>Description: This course provides an orientation to Rockhurst, HSOM and the MBA program. The distinct traditions, values and principles of Jesuit education are discussed in light of their connection to the MBA program. Students will receive an introduction to adult learning theory, personal development, business ethics and team. Students will complete a number of assessment instruments and begin assignments that will continue to be developed and engaged in subsequent courses. Prerequisite: This course must be taken during the first semester of the program.</td>
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<tr>
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<tr>
<td>Managerial Communications</td>
<td>BUS 6000</td>
<td>2</td>
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<tr>
<td>Catalog Description: To explore the various techniques, instruments, processes, and styles employed by leaders to communicate effectively within organizations. Students write, give oral presentations, and learn how to employ electronic media effectively. Exercises employ numerous real or simulated business situations that require communication indifferent styles, using a variety of forms and methods. This course is designed to provide an introductory experience and orientation to the MBA and establish common communication protocols, determine critical self-awareness profiles, and identify the Rockhurst themes that will be applied throughout the program: Prerequisites: None</td>
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<tr>
<td>Competitive Analysis</td>
<td>EC6300</td>
<td>2</td>
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<tr>
<td>Catalog Description: Competitive Analysis applies economic concepts and ideas to the study of firm and industry performance. It draws upon a number of analytical tools such as strategic mapping, survival analysis, game theory, and transaction cost economics to examine how and why firms and markets perform and evolve. It examines a number of issues including the “make vs. buy” decision process, cooperation vs competition, changing vertical and horizontal boundaries, and internal vs. external analysis and lead to competitive advantage. Prerequisites: an undergraduate course in microeconomics and a course in macroeconomics and a course in statistics.</td>
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<td>Financial Analysis</td>
<td>ACFN 6110</td>
<td>2</td>
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<tr>
<td>Catalog Description: A practical, activity-based course involving the definition, creation, interpretation, and evaluation of financial statements, including effects of key financial decisions, construction of financial metrics, application of basic valuation tools, and determination of relevant costs for decision making.</td>
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<tr>
<td>Global Markets</td>
<td>BUS 6100</td>
<td>2</td>
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<tr>
<td>Catalog Description: This course focuses on two broad themes: the globalization of production and the globalization of markets. At the core is this class is the study of the Multinational Enterprise. Participants will develop an understanding of the key cultural, legal, political, financial, and economic forces that shape how firms enter new markets and how firms manage their increasingly complex supply chains. Students will focus on issues in cross cultural management and strategic entry into foreign markets. Prerequisites: An undergraduate course in microeconomics and a course in macroeconomics OR EC4550.</td>
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<tr>
<td>Financial Strategy and Decision Making</td>
<td>BUS 6310</td>
<td>2</td>
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<tr>
<td>Catalog Description: An applied course involving the use of accounting information, financial metrics and strategies, and valuation principles to describe and analyze business problems and facilitate managerial decision making. Students are expected to effectively communicate financial results, and identify ethical issues in financial decision making and reporting. Prerequisites: ACFN 6110 (Financial Analysis)</td>
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<tr>
<td>Leadership and Organizational Behavior</td>
<td>MG6310</td>
<td>2</td>
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<tr>
<td>Description: Course increases students’ awareness of organizational processes and practices, including leadership, management, motivation, morale, group dynamics, interpersonal communications, conflict, and group problem-solving. The course provides conceptual insights and behavioral skills needed for successful leadership of continuous improvement in individual, team, and organizational performance.</td>
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<tr>
<td>Title</td>
<td>Corporate Social Responsibility</td>
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<tr>
<td>Prefix &amp; Number</td>
<td>BUS6110</td>
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<td>Credit Hours Assigned</td>
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<tr>
<td>Corporate social responsibility is the formation and stewardship of policies and processes that lead to a culture of good decision making. The scope of these decisions impact both the very functioning of the company and its constituencies and the society in which the firm exists. Stakeholder analysis plays an important role in the course not only in examination of internal business decisions and processes, but also externally in understanding, anticipating, and incorporating impacts and responses from social, governmental, and environmental actors into decision making. <strong>Prerequisites:</strong> Financial Analysis, Competitive Analysis, Global Strategy.</td>
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<tr>
<th>Title</th>
<th>Marketing Strategy</th>
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<tbody>
<tr>
<td>Prefix &amp; Number</td>
<td>MK 6410</td>
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<td>Credit Hours Assigned</td>
<td>2</td>
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<tr>
<td>This strategic marketing course is designed to give you practice in the design, implementation, and control of marketing strategies. It is an operationally oriented course in which the application and not the definition, of marketing concepts, principles, and methods are important. In addition, the integration of the major decision areas of marketing will be stressed rather than the sequential discussion of these subjects. <strong>Prerequisites:</strong> Managerial Communication, Competitive Analysis, Global Markets, Financial Analysis.</td>
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<th>Title</th>
<th>Professional Development: Contemplation in Action</th>
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<tr>
<td>Prefix &amp; Number</td>
<td>MG6410</td>
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<tr>
<td>Credit Hours Assigned</td>
<td>2</td>
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<tr>
<td><em>Professional Development: Contemplation in Action</em> (MG6410) is a course which demonstrates and documents the broad variety of academic, experiential and application-based learning experiences the student has had across the MBA program, and assesses the growth each student has attained as a result of the journey, and points them towards the future as they graduate. At the beginning of the MBA program, students are assigned a “Passport” of activities to be completed prior to the culminating activities of this course. These “Passport” activities may include: content-based workshops; assessment instrumentation to prepare students for personal and professional success in the modern workplace; one-on-one leadership coaching; mentoring; and, career management. The portfolio is developed throughout each semester of the MBA program, and is finalized and evaluated as a “Professional Development Presentation Portfolio” during this final course. <strong>Prerequisites:</strong> MG6410 is normally taken concurrently with (or can be taken directly after) the Business Capstone (MG6490). As such, all pre-requisites for MG6490 must be met prior to enrolling in MG6410.</td>
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</table>
Title: MBA Capstone  
Prefix & Number: MG 6490  
Credit Hours Assigned: 3  
In this capstone experience students integrate and apply learnings gained in mentoring, self-assessment and the more functionally based courses in their MBA program. Key processes include integrative case study, classroom practitioner interactions, consultative team projects, the leadership credo event, and, focus on the dynamics of organizational change and strategy implementation. Summative learning assessment is accomplished through completion of integrative writing assignments and assessment of team projects by a panel of faculty and business practitioners. This course should be taken within the last semester of the program.

Title: Corporate Law for Managers  
Prefix & Number: BUS 6330  
Credit Hours Assigned: 2  
Course focuses on law as it affects the corporation and other business enterprises. The topics include the formation of various business enterprises, the rules of agency, shareholder rights and liabilities, securities regulations, bankruptcy and an overview of government regulation. Where appropriate, the connections between ethics and law are explored.

Title: Project Management  
Prefix & Number: MG 6320  
Credit Hours Assigned: 2  
Catalog Description: This course introduces students to the process of project management that includes planning, implementation, progress measurement and performance, results and evaluation. Students will learn the knowledge, skills and technical tools for identifying project requirements, establishing project objectives and scheduling, balancing constraints and resources, and considering the needs and expectations of key stakeholders. Students will learn the trade-offs and balance of project scope, resources and schedule and will learn how to compose an effective project management team. Producing project documentation, such as scope, requirements, design, and testing documentation. Prerequisite: Financial Analysis (ACFN 6110).

Title: Business Intelligence  
Prefix & Number: BUS 6300  
Credit Hours Assigned: 2  
Catalog Description: Business leaders must have the ability to collect and interpret information concerning customers, suppliers, competitors, and make decisions that affect their company's performance. Business Intelligence is a set of methodologies, processes, architectures, and technologies that transform raw data into meaningful and useful information.
used to enable more effective strategic, tactical, and operational insights and decision-making with an emphasis on knowledge management. Using the case study approach in combination with contemporary software tools, students will apply the concepts of business process analysis, quality control and improvement, performance monitoring through performance dashboards and balanced scorecards and process simulation. Prerequisite: ACFN 6110, Financial Analysis.

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<tr>
<th>Title</th>
<th>Supply Chain and Logistics Management</th>
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<tr>
<td>Prefix &amp; Number</td>
<td>BUS 6310</td>
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<tr>
<td>Credit Hours Assigned</td>
<td>2</td>
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</table>

Catalog Description: Supply chain management examines the complex array of interactions between suppliers and customers regarding goods, services, and information. Rapid changes in globalization and electronic commerce continually shape these supplier-customer interactions. Topics in this class include value chain analyses, supply chain analytics, logistics & transportation, supplier relationships, and information technology. Prerequisite: ACFN 6110, Financial Analysis.
Compass and HSOM Orientation
Helzberg MBA

Compass Course

A Compass Course is designed for all Helzberg MBA students to take during their first term in the program. It is a 12 contact hour course conducted over two Saturdays in the program.

During the Compass Course the students will engage topics (also see L.O.):
- Discussion of graduate education and the Helzberg MBA
- Jesuit Mission and Values
- Team Building methods
- Personal and Professional self-awareness development instruments
- Students will write and upload a POV or reflection to Livetext
- Meeting of Coaches and beginning of that process

Attendance: If a student cannot attend during their first term- they must take Compass the next time it is offered. If a student misses one of the two of the sessions- they will be given an incomplete and must retake the entire Compass course the next time it is offered.

Evening Networking Event- Post Compass Course
To enhance collegiality and allow students to network with other students and coaches- a hors d'oeuvres gathering will be held immediately following the second Compass Course (faculty, mentors and alumni are always invited). Attendance is highly recommended. (Discussion is still being held if this will be an informal gathering or if we will do something a little more structured).

HSOM Orientation

During a four-hour block on the first session of Compass, an HSOM Orientation will be held. The purpose is to give students administrative, logistic and technical support to their new program.

Topics will include*:

1. Student ID
2. Parking Pass distribution
3. Orientation to services under my.rockhurst.edu
4. Instructions on how to get a personal laptop connected to our wireless network
5. Training on Livetext (1.5 hours budgeted)**
6. Brief library orientation (on-line aspects)
7. Maybe a tour of campus
8. Words on class scheduling, etc
9. Career Services Center
Any other administrative, logistical or technical issues important to a new student at HSOM

*It is the goal to off-load some of these things to internet webinars over time.*

**We will offer additional intermediate and advanced Livetext sessions at other times. This session is to get them started.**

***Somewhere we also need to address the issue of the Helzberg Social Media platform via iModules.***

****We also need to address the issue of too many platforms being used in our program (WebCt, Livetext, iModules, RU email, Oracle, etc).****

**From the Compass Course and HSOM Orientation, students are “handed-off” to the Professional Development portion of their program.**