



GRADUATE STUDIES ASSUMPTION COLLEGE

MBA/Business Administrations – 2015 - 2016

Part-Time Evening MBA / Overview

The part-time evening MBA consists of 36 credits (12 courses) of work at the graduate level. It is open to students from any field of academic study. Students are required to have completed eight Foundations Courses or their equivalent as a prerequisite for study at the graduate level.

MBA Foundations Courses (2 credits each)

All candidates are required to satisfy the Foundations Course requirements either by taking the courses listed below or their equivalents:

MBA 550 Foundations of Management	MBA 551 Foundations of Marketing	MBA 552 Foundations of Accounting
MBA 553 Foundations of Finance	MBA 554 Foundations of Economics	MBA 555 Foundations of Statistics
MBA 556 Foundations of Quantitative Methods	MBA 557 Foundations of Simulations	

The Foundations Courses are in addition to the 36 credits required to complete the MBA degree. These requirements may be satisfied alternatively in the following ways:

- (1) successful prior undergraduate performance (a grade of B- or better),
- (2) successful completion of the equivalent course at the undergraduate level as a post-graduate,
- (3) a satisfactory score on a CLEP or Challenge Exam (see below), or
- (4) successful completion of the courses (MBA 550-557) in the MBA program.

The MBA Director or a designee will determine which, if any, of these Foundations Course requirements will be waived based on the candidate's prior education.

CLEP and Challenge Exams-Any student seeking waiver of a Foundations Course on the basis of a College Level Equivalency Program (CLEP) or Challenge Exam must have the results of such exam reported to the MBA Director before enrolling in any MBA course requiring the course as a prerequisite. Challenge Exams are administered by the MBA Office (Fee - \$75).

General MBA Requirements-The MBA program at Assumption consists of 12 courses (36 credit hours) of work at the graduate level (in addition to satisfying the Foundations Course requirements):

Functional Core (5 courses, 3 credits each)

MBA 600 Business Ethics	MBA 601 Human and Organizational Behavior	MBA 602 Marketing Strategy Development
MBA 603 Financial Strategy Development	MBA 604 Operations Strategy Development	MBA 605 Accounting Decisions for Managers

(For students with limited background in Accounting as determined by the Admissions committee)

Electives (6 courses, or 5 if required to take MBA 605, 3 credits each)-6 Electives chosen from MBA 700-999 (excluding MBA 800), As an option, four of these electives may be used to satisfy the requirements for a Concentration.

Integrative Experience – Capstone (1 course, 3 credits)-MBA 800 Business Strategy

Concentrations-The Assumption MBA program offers several specializations for those students who are interested in pursuing an emphasis in a selected area of study:

- Accounting
- Finance/Economics
- Human Resources
- International Business
- Management
- Marketing
- Nonprofit Leadership
- Early Career Track/Professional Practice

The Early Career Track is a full-time, one-year intense program tailored to the needs of recent graduates of liberal arts programs (with and without a business major) who wish to launch high impact careers. In addition to covering the core disciplines of business, the Early Career Track offers a unique "professional practice" concentration the focuses on multiple dimensions of designing and launching a professional career.

Self-Designed Concentrations

The student may, in consultation with the Program Director, design a set of elective courses which tailors the program to meet individual needs. Contact the MBA Director for details.

MBA COURSE DESCRIPTIONS / 2015-2016

FOUNDATIONS COURSES

MBA 550 Foundations of Management-The goal of the Management module is to familiarize the student with what we know about how organizations function and how people behave in them; and to encourage application of this knowledge to management challenges. *2 credits*

MBA 551 Foundations of Marketing-The Marketing module is designed to develop the knowledge and skills needed to understand the role of marketing within the framework of an organization. Using an analytical and decision-making approach, students will learn to apply the concepts of marketing segmentation and marketing mix to the marketing of products and services within the dynamics of the business environment. *2 credits*

MBA 552 Foundations of Accounting-The Accounting module will provide students with an overview of financial accounting. It will introduce accounting concepts and terminology, with a focus on the creation of financial statements. Students will learn how to analyze corporate annual reports as well as ethical issues. *2 credits*

MBA 553 Foundations of Finance-The module in Finance is designed to provide students with a review of key financial management concepts so that they are fully prepared for more advanced topics in the MBA program. The objective is to ensure each student's familiarity with the language and resources of financial management so that they have a solid understanding of financial management's role in the business environment. *2 credits*

MBA 554 Foundations of Economics-The Economics module will provide an overview of micro and macroeconomics with an emphasis on the practical application of economic thought and theory to current national and international economic activities. *2 credits*

MBA 555 Foundations of Statistics-The Statistics module is designed to familiarize students with basic concepts in statistics that will enable them to understand material they read and research that is stated in the terminology of statistics. In doing so, students will learn the basic underlying concepts associated with descriptive statistics, data arrays, measures of variability, and the inferential statistics most commonly used in business and found in business literature. *2 credits*

MBA 556 Foundations of Quantitative Methods-This course provides an overview of essential and practical techniques that have been used to solve management problems. It offers the opportunity to apply mathematical models and tools to the analysis of business problems and management decision-making. The course focuses on optimization models. *Prerequisites: MBA 555, 2 credits*

MBA 557 Foundations of Simulation-The simulation (capstone) module provides an opportunity for students to apply business theory and principles in an actual, competitive environment created through computer simulation. Students will operate a business through seven business periods, making all business decisions in competition with other students in the class. Student will prepare business plans and annual reports, and analyze business results. A final audit report will assess the business performance and student learning. *Prerequisites: MBA 550-556, 2 credits*

FUNCTIONAL COURSES

MBA 600 Business Ethics-This course combines a theoretical analysis of moral principles and models for ethical decision making with a discussion of their practical application to business life in the 21st century. Guest lecturers, case studies, class discussion, and group projects and presentations all contribute to an examination of the relevant issues. This course recognizes Assumption College's commitment to teaching ethics across the MBA curriculum and is designed to provide a framework for the further discussion of ethical issues that will arise in subsequent courses. *3 credits*

MBA 601 Human and Organizational Behavior- This course utilizes a systems approach to human and organizational behavior. It focuses on the following types of behavior: individual, small group, inter-group, and total organization. Special emphasis is placed on personnel systems, group cohesiveness, leadership, and the change process as relevant to the socio-technical system on any organization. This course also examines selected issues in managerial behavior. *3 credits*

MBA 602 Marketing Strategy Development-This course is designed to help students integrate their knowledge of marketing into applied strategy for the firm as a whole. It requires creative thinking and problem-solving applied to analysis of situations as presented in cases and contemporary articles. The course covers areas such as marketing concept, target market identification, market research, consumer behavior and psychographics, product development, pricing, sales, promotion, distribution, international marketing, and comprehensive strategy development. *Prerequisite: MBA 551, 3 credits*

MBA 603 Financial Strategy Development-This course examines the financial strategy of the organization in terms of both external environmental factors such as inflation and taxation and internal constraints and events. It explores issues and practices in working-capital management, current-asset management, capital budgeting, long-term financing, and dividend policy, using the case method to emphasize key concepts. *Prerequisite: MBA 553, 3 credits*

MBA 604 Operations Strategy Development-This course examines the tools used and problems encountered in the development of strategy for the operations system in a profit-seeking or not-for-profit enterprise. Emphasis is placed on the operations of both service and manufacturing organizations. Topics include design/planning of the conversion system as well as the management and control of operations. It discusses the full range of quantitative methods used in the decision-making process, utilizing the case method of instruction to enhance the learning objectives. Computer approaches increase the effectiveness of decision making. *Prerequisite: MBA 556, 3 credits*

MBA 605 Accounting Decisions for Managers-This course will focus on corporate decision-making skills for managers. It will involve the concepts and practices of managerial accounting, such as cost behavior, cost-volume-profit analysis, contribution margin reporting, profit planning, budgeting, performance analysis, and relevant costs for decision making. *Prerequisite: MBA 552, 3 credits*

MBA COURSE DESCRIPTIONS / 2015-2016 Continued

INTEGRATIVE EXPERIENCE/CAPSTONE COURSE

MBA 800 Business Strategy-This course covers the practical tools and theoretical concepts that companies use to arrive at effective business strategies. The course is integrative, and builds on students' understanding of the functional areas of the firm including operations, finance, marketing, human resource management and organizational design. Through readings, case analysis, real world company strategy analysis, simulation and discussion, course participant will learn the processes, tactics and schemes for specific action that firms use to achieve their intended business objectives. *Prerequisites: All Foundations Courses (MBA 550-557), all Functional Core Courses (MBA 600-605), and 3 Electives (MBA 700 & 900 level courses, 3 credits)*

ELECTIVE COURSES

MBA 700 Advanced Managerial Accounting-This course focuses on information provided by management accounting systems to assist managers in their planning and control activities. It concentrates on using quantitative techniques and discussing management and cost accounting theory. Casework is assigned and extensive use of computer software is required. *Prerequisite: MBA 550, MBA 552, Concentration: Accounting, 3 credits*

MBA 701 Internal & Operational Auditing-This course covers the concepts of internal and operational auditing, focusing on the internal auditor's role as internal management consultant. In addition to teaching the techniques of internal, operational and IS systems auditing, the course encourages students to think like entrepreneurs as they perform audits. Specifically, the course covers the Institute of Internal Auditor's Standards of Professional Practice, techniques for analyzing operational deficiencies, identifying sources of problems, measuring and evaluating the cost/benefits of changes and developing solutions. The course stresses effective communication for presenting audit results and recommendations. This course is intended for those interested in auditing and individuals expecting to assume managerial or control responsibilities. *Prerequisites: MBA 550, MBA 552, Concentration: Accounting, Management, 3 credits*

MBA 703 Financial Aspects of Mergers-This course covers the subject of mergers and acquisitions from several standpoints. Consideration is given to the characteristics of a merger candidate, valuation and pricing of the company, and methods of financing. The two major financial reporting approaches are covered as are opportunities for tax-free reorganization status. The course concludes with an examination of a major recent merger. *Prerequisite: MBA 553 (MBA 603 helpful), Concentration: Accounting, Finance/Economics, 3 credits*

MBA 704 Tax Concepts for Managers-This course is designed to enable the non-accounting specialist to recognize the important tax consequences of decisions made by managers, administrators and others involved in business. The tax law and planning fundamentals applicable to many everyday business transactions are discussed and explored. *Prerequisite: All Foundations Courses or permission of MBA Director, Concentration: Accounting, Finance/Economics, Management, 3 credits*

MBA 705 Corporate Financial Reporting-This course provides students with an understanding of the current state of financial reporting practices and the manner in which corporate financial statements published in annual reports, prospectuses and proxy statements influence our economic system. It is designed for students who wish to enhance their ability to understand and use corporate financial statements. *Prerequisites: MBA 550, MBA 552 Concentration: Accounting, Finance/Economics, 3 credits*

MBA 706 International Accounting & Taxation-This course introduces the concepts of internal and external reporting associated with entities engaged in international business. The subject matter covers international accounting problems, analytical capabilities associated with international accounting policy issues and international taxation from two perspectives: (1) domestic operations owning foreign subsidiaries, and (2) foreign subsidiaries owning domestic subsidiaries. Familiarity with intermediate accounting or consolidation is helpful. *Prerequisites: MBA 550, MBA 552, Concentration: Accounting, International Business, 3 credits*

MBA 707 Human Resource Management-This course explores the elements of supervision and leadership that are crucial factors in effective management. Using a case study format, it examines various approaches to job development/enrichment, evaluation, and supervision. *Prerequisite: None, Concentration: Human Resources, Management, 3 credits*

MBA 708 Labor Relations-This course is designed to expose the student to labor-management relationship dynamics. The traditional topics of labor history, law, organizing, collective bargaining, contract administration, impasse, grievance and arbitration are dealt with in depth. The course also explores contemporary issues, such as white collar unionism, changing trends in bargaining, union/management cooperation, union survival and others. The course is designed to appeal to practitioners from labor and management, and anyone else with an interest in the field. *Prerequisite: MBA 601, Concentration: Human Resources, Management, 3 credits*

MBA 709 International Management-This course examines the issues confronting managers as they plan, organize, lead and control global/transnational operations. The basic premise is that management of a multinational corporation differs in many ways from that of a firm doing business within the boundaries of one country. Case studies of multinational corporations provide an opportunity to learn problem analysis and decision making in this complex, rapidly changing international environment. *Prerequisite: MBA 601, Concentration: International Business, Management, 3 credits*

MBA 710 Business & Society-This course explores the increasing impact of environmental events on the managerial decision-making process. Selected phenomena such as technology, inflation, energy, the changing international order, and governmental regulation are examined for impact on total organizational strategy formulation, implementation and control. It also investigates the changing relationships among management and other organizational stakeholders using the case method to develop analytic and action-oriented skills. *Prerequisite: MBA 550, Concentration: Human Resources, Management, 3 credits*

MBA COURSE DESCRIPTIONS / 2015-2016 Continued

MBA 711 Small Business Management-This course is designed for students who are interested in starting and successfully managing a small business. It explores in detail the sequence of events required to establish a business and develop plans/strategies for successful small business management. The course is interdisciplinary, dealing with issues from business law, management, marketing, finance, personnel, operations management and other related areas. The method of instruction relies heavily on experiential exercise and simulation. *Prerequisites: MBA 550-553, Concentration: Management, Marketing, and Accounting, 3 credits*

MBA 712 Special Topics Seminar-This course is designed to provide a three-credit graduate elective course in contemporary topics and issues. Topics are chosen based on timelines, interest, and relevance to current business practice. Recent topics have included:

- Social Media Marketing
- Issues in Biotechnology
- Understanding & Responding to Current Workforce Trends

Prerequisite: Permission of Instructor or as designated on the course schedule when offered. 3 credits

MBA 713 Business Research Seminar-This course explores the realities of the market research process through application of theories and processes to actual or case situations. It concentrates on the relationship between research and the development of total marketing strategy. Students will demonstrate mastery of their knowledge of research concepts, and then complete cases of several types. At least one major project is conceived, executed and analyzed. *Prerequisite: MBA 602, Concentration: Marketing, 3 credits*

MBA 715 International Marketing-This course explores marketing across national boundaries and within foreign countries as well as the coordination of marketing in multiple international markets. Specific topics will include cultural diversity, marketing intelligence, entering foreign markets, product and product line policy, distribution, advertising/promotion, pricing, planning and controlling an international marketing organization. An appreciation will be developed for the ever changing environment and the risks/opportunities that impact the field. *Prerequisite: MBA 602, Concentration: International Business, Marketing, 3 credits*

MBA 716 Promotional Strategy-This course deals with the areas of advertising, sales promotion, media strategy, personal selling, direct marketing and public relations from the perspective of a strategic decision maker. Contemporary techniques and approaches to resolving informational gaps in marketing communications will be presented and discussed. Students will perform critical analyses of marketing communications' situations as presented in business case scenarios and develop strategies which successfully differentiate products, services or ideas to potential consumers. Students are expected to design, produce, and present a complete marketing communications strategy for a specific consumer product, service or idea.

Prerequisite: MBA 602, Concentration: Marketing, 3 credits

MBA 717 Strategies for Services Marketing-This course examines the service provisioning paradigm from the perspective of managers responsible for tactical/strategic goals and planning horizons. It provides them with the requisite skill sets for business planning, decision making, and strategy formulation unique to the service sector. Topics addressed include: the behavior of the service consumer; marketing issues for service producers; the role of the service worker; service development; service pricing issues; marketing communications for services, and service delivery.

Prerequisite: MBA 602, Concentration: Marketing, 3 credits

MBA 718 Management Information Systems, This course focuses on the role of managing information in achieving strategic objectives, with special emphasis on evolving technological, application and organizational issues. This is accomplished by examining the organizational and technical foundations of the information systems and exploring the tools, techniques and approaches for building and managing effective information systems.

Prerequisites: MBA 550, Computer Literacy, Concentration: Human Resources, Management, Marketing, 3 credits

MBA 719 Advanced Information Systems Management-This course deals with the management of information technology in today's businesses. The strategic role of information systems (IS) requires effective management of those resources, closely integrated with other functional strategies. Emphasis will be on the strategic role of IS, managing the essential technologies, directing the development of systems, providing effective end-user computing and support systems and dealing with the people-related issues. *Prerequisites: All Foundations Courses and MBA 718, Concentration: Human Resources, Management, Marketing, 3 credits*

MBA 720 Purchasing & Supply Management-This course covers the principles of purchasing and supply management and is concerned with development and administration of policies, systems and procedures related to acquiring, holding and distributing materials. *Prerequisite: MBA 604*

Concentration: Management, 3 credits

MBA 722 Project Management-This course examines how to plan and manage projects effectively. Project Management is concerned with the planning, organizing, staffing, directing and controlling of the organization's resources for a specific time period to meet a particular set of one-time objectives. Students will learn: a) how to start with realistic project goals, to plan and track progress, and to use strategies for keeping projects on schedule; b) how to use scheduling tools such as GANTT, CPM/PERT and to utilize computer software in managing projects; c) the art of communicating on projects, handling agreements, creating teamwork, facilitating creativity, and leading people on project teams. , *Prerequisite: MBA 604, Concentration: Management, 3 credits*

MBA 723 Investment Analysis & Portfolio Management-This course examines the fundamentals of investment theory, markets and market forces. It will provide the student with an understanding of investment markets, the valuation of securities, and portfolio management strategies. The student will also be exposed to the techniques of aggregate market and company analysis. In addition, the course will provide a basic understanding of investment companies, stock options, warrants and convertible securities, commodity futures, financial futures and international diversification.

Prerequisite: MBA 553, Concentration: Finance/Economics, 3 credits

MBA COURSE DESCRIPTIONS / 2015-2016 Continued

MBA 724 International Corporate Finance-This course is concerned with understanding the issues and the principles and techniques employed in financial decision making in an international business organization. Topics include foreign exchange markets and the international monetary system, foreign exchange risk management, financing internationally, direct foreign investment, and financial management of ongoing operations. In addition, an overview of international taxation and accounting issues is provided. *Prerequisites: MBA 552, MBA 553, and MBA 603, Concentration: Finance/Economics, International Business, 3 credits*

MBA 725 Managerial Economics-This course covers micro- and macro-economic theory and their application to forecasting, production, budgeting, and government regulations in managerial decision-making. *Prerequisites: Calculus, MBA 554 and MBA 556, Concentration: Finance/Economics 3 credits*

MBA 726 Organization Development & Change-This course examines the process of change from individual, team and organizational perspectives. Because business environments are rapidly changing, managers need to improve their abilities to diagnose, implement and evaluate planned change. This course uses an experiential approach to develop the skills managers need to improve performance in changing organizations. *Prerequisite: MBA 601, Concentration: Human Resources, Management, 3 credits*

MBA 727 International Business (Doing Business in a Foreign Country)-This course gives the graduate student exposure to specific issues associated with doing business outside the United States. The course takes up relevant economic, legal, cultural, business, trade, and related issues that are important to business interested in export from, import to, locations or expansion into the designated regions. The regional offerings are regularly rotated. *Concentration: International Business, 3 credits*

MBA 728 Legal Frameworks of Business-This course includes an examination of the sources of law that provide the legal framework for society in general and business relationships in particular, including national and state constitutions, legislative bodies, court systems, and administrative agencies. Contracts, agency, corporations, partnerships, the Universal Commercial Code (UCC) and consumer protection are covered as well. *Concentration: Management, 3 credits*

MBA 729 Technical & Professional Communications-This course in oral and written management communication emphasizes analysis of contexts; critical thinking processes; frameworks from planning, organizing and editing listening skills; and social/ethical perspectives. The course promotes teamwork and group interaction. *Concentration: Human Resources, International Business, Management, Marketing, 3credits*

MBA 730 International Human Resources Management-This course explores the impact and complexities that the process of internationalization has on the activities and policies of human resource management in terms of cultural, legal and functional differences. *Prerequisite: MBA 707 Concentration: Human Resources, International Business, 3 credits*

MBA 731 Training & Development-Using a systems approach and based on adult learning theory, this course teaches how to design, implement and evaluate formal organizational learning experiences that improve employees' performance, skills, competencies, and knowledge and lead to the attainment of organizational human resource objectives. *Prerequisite: MBA 550, MBA 601, Concentration: HumanResources, 3 credits*

MBA 732 Compensation & Benefits-This course is designed to provide a comprehensive view of the design, development, and implementation of a "total compensation" program of both direct and indirect forms of compensation. It identifies issues in designing traditional and alternative reward strategies, administering retirement, health and deferred compensation plans as well as communication strategies for such an integrated compensation system. *Prerequisite: MBA 707, Concentration: Human Resources, 3 credits*

MBA 734 Managing Diversity-The changing composition of the workforce requires organizations to think of diversity as a business issue. This course examines and evaluates the role of diversity in the policies, practices and strategies of organizational systems. *Prerequisite: MBA 601, Concentration: Human Resources, Management, 3 credits*

MBA 738 Organizational Communication-Contemporary organizations are facing significant communication challenges. Increased worker diversity, globalization of business, technological developments, and increased business pressure to do more with less, are all major factors contributing to complex communication dynamics. This course will explore how these major factors affect communication theory and practice within organizations at the group and individual level. *Prerequisite: Permission of MBA Director, Concentration: Management, Marketing, 3 credits*

MBA 739 Negotiation & Conflict Resolution-This course is designed to assist the developing business professionals to learn negotiation theory and practice; to develop negotiation capabilities that include conflict resolution and peacemaking in both business and social settings; and to examine the skill sets required for business professionals to manage people and process programs in today's complex multinational business settings. *Prerequisite: Permission of MBA Director, Concentration: Human Resources, International Business, Management, Marketing, Nonprofit Leadership 3 credits*

MBA 743 Leadership-This course is structured to provide any MBA student a comprehensive view of leadership in business and society. It covers a variety of leadership paradigms, theories, and approaches. The overriding aim for the course is to create a "learning laboratory" for students that contain opportunities to understand their own approaches and styles to leadership as they relate to the theory and various applications. The course allows for exploration of related issues to leadership and utilizes group exercises and simulations, self-evaluations and teamwork. *Prerequisite: MBA 601, Concentration: Management, 3 credits*

MBA COURSE DESCRIPTIONS / 2015-2016 Continued

MBA 745 Nonprofit Management-This course will offer MBA level students the opportunity to examine various management functions in the context of the mission-based organization. The course will examine current theory as it applies to leadership, governance and the roles of staff, volunteers, and donors. Additional topics will include establishing partnerships and forming alliances, allocating resources, and involving staff and volunteers in organizational growth and transition. *Prerequisite: MBA 550-553, Concentration: Management, Nonprofit Leadership, 3 credits*

MBA 795 Management Practicum-This course requires the student to selectively apply knowledge and analytic and decision-making skills acquired in prior courses to a field research project and the writing of a comprehensive case study. The project and case are based on a local organization in which the student is an employee or with which he or she is very familiar. *Prerequisite: All Functional Core Courses & Permission of Instructor Concentration: Management, 3 credits*

MBA 799 Independent Study-This course has flexible structure that permits library/field investigation of topics, issues and problems of particular interest to the graduate business student. Students are allowed a maximum of two Independent Studies. *3 credits*

MBA 901 Strategic Planning and Implementation for Nonprofit Organizations-This course will introduce the role and functions of nonprofit, voluntary, and philanthropic organizations, as well as the nature of strategy and strategic planning as it applies to entities in this sector. Students will learn analytic techniques, planning, and specific strategic models appropriate to various economic, competitive, and sector-specific conditions. The strategy change cycle in the nonprofit sector will be explored, as well as implementation and assessment techniques. *Concentration: Nonprofit Leadership 3 credits*

MBA 902 Fundraising for Nonprofit Organizations-Students who complete the course will understand the various approaches to raising funds for nonprofit, governmental, or social service organizations for which the typical methods of business revenue generation (sales of products and services, venture capital, and loans) are not practical or desirable. Ethical fundraising practices and those consistent with the mission of the organization will be stressed. Topics pertinent to the current regulatory climate will be presented. *Concentration: Nonprofit Leadership, 3 credits*

903 Marketing and Public Relations for Nonprofit Organizations-This course will examine marketing and public relations theory and practice in the context of the nonprofit sector, and will explore the ways in which strategic communications campaigns support mission attainment and increase public accountability for nonprofit organizations. Cases will illustrate public relations processes and marketing strategies that effectively identify organizational strengths, create value for the public, and communication the value of organizations to a broad range of stakeholders. *Concentration: Nonprofit Leadership, 3 credits*

MBA 904 Financial Management for Nonprofit Organizations-This course presents a description of the financial management techniques appropriate to nonprofit, voluntary, and philanthropic organizations. Operational budgeting, financial planning, nonprofit accounting, pricing, capital budgeting, and investment strategies will be considered in detail. *Concentration: Nonprofit Leadership, 3 credits*

MBA 905 Leadership and Human Resource Management for Nonprofit Organizations-This course presents theories of leadership, organizational development, organizational behavior, and their application to nonprofit, voluntary, and philanthropic organizations. In addition, students are exposed to basic practices of and issues in hiring, compensation, training, and performance evaluation as they apply to this sector. The role, value, and dynamics of volunteerism and diversity are explored. *Concentration: Nonprofit Leadership, 3 credits*

MBA 906 Governance, Executive Leadership, and Ethics in Nonprofit Organizations-This course focuses on the history, role, and functions of nonprofit boards with respect to providing leadership at the organizational, community and societal levels. Emphasis is placed on how boards in partnership with executive leadership achieve the mission and vision of nonprofit organizations. Nonprofit sector boards are contrasted with public and for-profit sectors. Board development is considered, as is how boards embody, establish, and monitor organizational values such as trust, stewardship, service, volunteerism, civic enjoyment, freedom of association, and social justice. *Concentration: Nonprofit Leadership, 3 credits*

MBA 907 Accounting for Nonprofit Organizations-This course explores current accounting principles designed for not-for-profit organizations such as hospitals, colleges, voluntary health and welfare organizations and fraternal organizations. Recent pronouncements covering financial reporting, pledges and revenue recognition, and cost allocation is covered and discussed. The relationship between traditional fund accounting and the new financial statement format is covered. *Concentration: Nonprofit Leadership, 3 credits*

MBA/Business Studies Program
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