



Master of Science in Management (MSM)

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.

Business Foundation Requirements for the MSM

1. The foundation course requirements to enter the MSM degree program ensure that students have acquired a common body of knowledge in business administration.
 - a. Candidates for admission to the MSM degree program must have earned an undergraduate degree in business administration from a school holding ACBSP or AACSB specialized accreditation for its business degree program within eight years of enrolling in the MSM program.

OR

 - b. Before attempting 6000-level course work, the student will have successfully completed, within eight years of enrolling in the MSM program, all courses or their equivalent in the following subject areas from a school holding ACBSP or AACSB specialized accreditation for its degree program:
 - Principles of Management
 - Principles of Marketing
 - Managerial Finance
 - Accounting (principles of financial and managerial accounting or their equivalent)
 - Legal Environment
 - Microeconomics
 - Statistics
 - Global Business Issues
 - Information Systems (or documented completion of an MS Office workshop/certification, minimally in Word and Excel)
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 MSM program) and specialized accreditation, then unless specifically waived by the MSM Program Director based upon relevancy of professional business experience subsequent to the award of a four year business degree, the following MSM 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:
 - BUS 5502 3 Fundamentals of Accounting and Finance
 - BUS 5503 3 Fundamentals of Economic Analysis and Business Law
 - BUS 5504 3 Fundamentals of Management and Marketing
 - BUS 5505 3 Fundamentals of Information Systems and Quantitative Methods

3. If the content of the MSM foundation coursework 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 AACSB 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 Tests 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 (rounded up) is acceptable.

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]), must be on file (except for applicants with a previous masters or higher degree; see #2 above). The GMAT score must be 500 or better; the GRE score (verbal and quantitative) must be 900 or better.
6. A letter of recommendation is required with all applications for the MSM program. The individual's potential for success in the MSM 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 grade point average requirements for unconditional admission may be conditionally admitted to the program. After the student completes the first three graduate (5000-6000 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 letter should address the individual's potential for success in the MSM program as well as his/her written and oral communication skills.

Transfer Credit

A maximum of two courses (six semester hours) taken at another regionally accredited institution, each with a "B" grade or better, can be applied toward the degree. The capstone course MGT 6685 Management Strategy must be taken with Troy University and will not be accepted as transfer credit from another institution. These courses must be comparable in catalog description to Troy courses and must be approved by the appropriate dean/associate dean/departments 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 must apply for admission to candidacy within the first eighteen semester hours of graduate coursework and complete any additional requirements outlined for the specific degree program. If not completed within the first eighteen hours, a hold will be placed on the student's registration until Degree Plan/Admission to Candidacy process is completed.

Degree Requirements

Students graduating with the MSM degree will have successfully completed the following ten course curriculum. Thirty (30) semester hours is required for all concentrations. Students are required to complete the Graduate Educational Testing Service Major Field Test and a Capstone Examination in MGT 6685 Management Strategy. 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. For students pursuing the MSM degree with a dual concentration, a single course can be applied only one time to satisfy degree requirements.

Curriculum - 30 Semester Hours

The MSM degree offers eight, 30-semester hour concentrations. All options require five core courses, one elective course, and four concentration courses as follows:

Required Core Courses (15 Semester Hours)

- BUS
6610 3 Business Research Design (A grade of "B" or better is required)
- MGT
6627 3 Specialized Study in Management (A grade of "B" or better is required). (This course is to 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. IHM 6689 will be completed in lieu of MGT 6627 for IHM students. A grade of "B" or better is required.)
- MGT
6671 3 Organizational Behavior
- MGT
6685 3 Management Strategy ("B" grade or better required in 36-semester-hour concentrations)
- MGT
6696 3 Financial Analysis

Elective Courses (3 Semester Hours)

The elective may be selected from any appropriate graduate management, MSM, Troy-approved PME course, HRM, specialized study completed with a Troy faculty member, or selected preapproved MPA courses (i.e., PA 6603, 6630, 6631, 6645, 6647, 6648, 6649, or 6650). *Note: MGT 6600 cannot be used as the elective in the MSM degree program.*

Required Concentration Courses: (12 sh)

Select four courses from one concentration below:

- 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 Cohort Groups Only)
Area G: Public Management (Contractual Cohort Groups Only)
Area H: International Hospitality Management

Area A: Human Resource Management

- HRM
6601 3 Legal Environment of Employment Decisions
- HRM
6603 3 Human Resource Management
(Required)
- HRM
6604 3 Labor Law
- HRM
6619 3 Seminar in Human Resource Administration
- HRM
6622 3 Human Resource Staffing
- HRM
6623 3 Training and Development of Human Resources
- HRM
6632 3 Compensation Management
- HRM
6645 3 International Human Resource Management

Area B: Leadership and Organizational Effectiveness

- IS 6679 3 Management Information Systems
- MGT
6674 3 Business Ethics
- MGT 3 Organization Development and Change

- 6681 (Required)
MGT
6682 3 Leadership and Motivation

Area C: International Management

- ECO
6657 3 International Trade and Economics
HRM
6645 3 International Human Resource Management
MGT
6670 3 Seminar In International Management
(Required)
IR 5552 3 International Law
IR 6631 3 Intercultural Relations
IR 6656 3 International Power and Influence

Area D: Healthcare Management

- HSA
6680 3 Health Services Administration and Policy
HSA
6681 3 Legal and Social Issues in Health Administration
HSA
6682 3 Healthcare Planning and Management
(Required)
HSA
6683 3 Healthcare Economics
HSA
6684 3 Managed Care: Origins, Organizations, and Operations

Area E: Information Systems

- 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

Area F: Applied Management (Limited to site-specific cohorts/contract programs)

- 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)

- PA 6610 3 Foundations of Public Administration
PA 6624 3 Public Human Resources Management
PA 6644 3 Administrative Law
PA 6650 3 Governmental Budgeting

Area H: International Hospitality Management

(Complete the specified 15 semester hours)

- IHM
6680 3 Global Marketing Strategy for Hospitality Executives
IHM
6681 3 Managing Financial Systems in the Hospitality Industry
IHM
6682 3 International Hospitality Legal Issues
IHM 3 International Hospitality Operations

- 6683
IHM
6689 3 International Hospitality Management Internship (For the International Hospitality Management concentration only, a consulting-type internship of at least 120 hours will be completed in place of the core MGT 6627 requirement, and will be accomplished with a hospitality industry firm (hotel, lodging, or restaurant chain or tourism board) after completing no fewer than 21 semester hours in the program, including 9 semester hours in the IHM concentration. Required in the IHM concentration.)

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) 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:

ECO 6657 IR 6620

**For complete degree program information,
please refer to the 09/10 Graduate Catalog.**