

# M.S. in Management

The Master of Science in Management (MSM) degree program provides students with a greater focus on the theory and practice of management than a more general business degree. Whether you are interested in promoting into management, transitioning from the military or already have a management position, this program introduces you to future focused management concepts.

The MSM program is action-oriented. You will learn how to analyze problems, research and implement solutions, be a change agent, use data to drive decisions, communicate effectively, and manage people and business processes.

The degree program includes three sections. The first section is comprised of 9 credit hours focused on high reliability organizations (HRO). High reliability organizations focus on risk, managing risk and resiliency. Concepts learned in these courses can be applied to all organizations. The second section of this degree is the Management Core and has been structured based on input from industry to provide students with the skills necessary to advance their careers. The third section consists of a certificate in the area of the student's choice and provides the opportunity for students to focus their studies to match their career goals.

The Master of Science in Management program is accredited by the Accreditation Council for Business Schools & Programs (ACBSP). This achievement means that the program has been peer-reviewed, scrutinized, and meets the stringent requirements set forth by the ACBSP.

The Society for Human Resources Management (SHRM) has acknowledged that the Master of Science in Management program when combined with the Human Resources Certificate as fully aligning with SHRM's *HR Curriculum Guidebook and Templates*. Students enjoy many benefits of this alignment beyond the curriculum itself through ERAU's relationship with SHRM.

## Program-Specific Criteria

### Admissions Criteria

In addition to the standard graduate admission requirements, applicants for admission to the Master of Science in Management Degree Program must submit two (2) letters of recommendation, at least one of which must be from a professional contact.

Applicants may utilize the following link to access the [Graduate Program Recommendation Form](#).

### Prerequisite Knowledge:

The program does not require an undergraduate degree in business for admissions. However, as required by ACBSP, prerequisite knowledge in accounting, finance, economics, marketing, management, and business statistics is required. This will be accomplished through a short MSM Preflight Orientation Course that welcomes students to the degree program through interactive activities and provides the prerequisite knowledge needed to be successful in the program. Students must complete the Preflight Orientation prior to taking their first MSM course

Estimated Cost of Attendance

### Students will:

- Adapt to the vast array of global differences including corporate and international cultures and geopolitical differences from which to manage within multinational enterprises and virtual teams.
- Apply quantitative thinking and analysis to demonstrate data-driven managerial decision making using different types of organizational data.
- Define and solve complex organizational problems by managing projects and human resources using both critical thinking and managerial best practices.

- Demonstrate advanced management concepts and skills in organizational behavior, decision making and action strategy, and organizational process including managerial excellence.
- Executive quality reports that are both informative and persuasive using the best available data from which decisions can be made including visualizations.

## DEGREE REQUIREMENTS

### Core/Major

#### High Reliability Organization

HROM 510	Enterprise Risk Management	3
HROM 520	Organizational Resilience	3
HROM 530	Modeling and Decision-Making	3

**Total Credits** **9**

#### Business Core

MGMT 510	Management and the Organization	3
MGMT 550	Managerial Communications	3
MGMT 610	Business Process Management	3
MGMT 680	Strategic Action	3
PMGT 549	Applied Project Management	1.5
HRMD 549	Personnel Management	1.5

**Total Credits** **15**

### Certificate

**Certificate Options: (Choose from list)** **12**

**Total Degree Requirement (With Certification)** **36**

- Business Intelligence and Analytics
- Finance
- Human Resources
- Information Systems Security
- International Business
- Leadership
- Marketing
- Project Management

-OR-

### Non-Certificate Option

**Non-Certificate Option:** **6**

6 credit hours of non-duplicated COB or other ERAU college graduate courses of student's choice. For courses outside of the COB or transfer credit, Department Chair approval is required.

**Total Degree Requirements (Non-Certificate)** **30**

## Plan of Study (MSM)

### Year One

Term 1		Credits
HROM 510	Enterprise Risk Management	3
<b>Credits Subtotal</b>		<b>3.0</b>

<b>Term 2</b>		
HROM 520	Organizational Resilience	3
<b>Credits Subtotal</b>		<b>3.0</b>

<b>Term 3</b>		
HROM 530	Modeling and Decision-Making	3
<b>Credits Subtotal</b>		<b>3.0</b>

### Term 4

MGMT 510	Management and the Organization	3
<b>Credits Subtotal</b>		<b>3.0</b>
<b>Term 5</b>		
PMGT 549	Applied Project Management	1.5
HRMD 549	Personnel Management	1.5
<b>Credits Subtotal</b>		<b>3.0</b>
<b>Credits Total:</b>		<b>15.0</b>

## Year Two

		<b>Credits</b>
<b>Term 1</b>		
MGMT 550	Managerial Communications	3
<b>Credits Subtotal</b>		<b>3.0</b>
<b>Term 2</b>		
MGMT 610	Business Process Management	3
<b>Credits Subtotal</b>		<b>3.0</b>
<b>Term 3</b>		
MGMT 680	Strategic Action	3
<b>Credits Subtotal</b>		<b>3.0</b>
<b>Term 4</b>		
	Elective/Certificate	3
<b>Credits Subtotal</b>		<b>3.0</b>
<b>Term 5</b>		
	Elective/Certificate	3
<b>Credits Subtotal</b>		<b>3.0</b>
<b>Credits Total:</b>		<b>15.0</b>
<b>Total Degree Requirements</b>		<b>30</b>

## Fast Track Plan of Study (MSM)

### Year One

		<b>Credits</b>
<b>Term 1</b>		
MGMT 510	Management and the Organization	3
HROM 510	Enterprise Risk Management	3
<b>Credits Subtotal</b>		<b>6.0</b>
<b>Term 2</b>		
PMGT 549	Applied Project Management	1.5
HRMD 549	Personnel Management	1.5
HROM 520	Organizational Resilience	3
<b>Credits Subtotal</b>		<b>6.0</b>
<b>Term 3</b>		
MGMT 550	Managerial Communications	3
HROM 530	Modeling and Decision-Making	3
<b>Credits Subtotal</b>		<b>6.0</b>
<b>Term 4</b>		
MGMT 610	Business Process Management	3
	Elective/Certificate	3
<b>Credits Subtotal</b>		<b>6.0</b>
<b>Term 5</b>		
MGMT 680	Strategic Action	3
	Elective/Certificate	3
<b>Credits Subtotal</b>		<b>6.0</b>
<b>Credits Total:</b>		<b>30.0</b>