

**The M.P.S. Curriculum**

Students must complete the core (21 hours) and 12 hours of elective credit. There are currently two concentrations available, one in communication and one in organizational behavior management. The total degree program is 33 hours.​ ​The core classes assist in meeting a foundation of general advanced knowledge that is relevant to the current work environment. The core and concentration courses were selected to align with the mission and program objectives and are further supported by market research from industry leaders in the region as well as a pool of prospective students.

**Core (Required) Courses (21 SH)**

MBA 530 Leadership (3 SH)

MBA 532 Quantitative Business Analysis (3 SH)

MBA 534 Organizational Behavior (3 SH)

MPS 501 Conflict Resolution and Negotiation in the Workplace (3 SH)

MPS 502 Business Ethics, Diversity and Social Issues (3 SH)

MPS 565 Research Methods (3 SH)

MPS 588 Capstone Project (3 credit hours)

**Required Concentration**

Students have the choice between three concentrations, Communication, Organizational Behavior Management or interdisciplinary.

**Communication Concentration** **(12 SH)**Designed for experienced business/communication professionals the M.P.S. Communication Concentration focuses on topics that include communication and diversity in the workforce, active listening and effective communication in the digital age, digital and social media, and inclusion and leadership. Additionally, the concentration will also explore how to enhance communication performance through leadership, management styles, ethics and training.

MPSC 510 Active Listening in the Digital Age (3 SH)

MPSC 511 Communication and Diversity in the Workforce (3 SH)

MPSC 512 Communication Campaign Development (3 SH)

MPSC 513 Speechwriting (3 SH)

**Organizational Behavior Management Concentration** **(12 SH)**The concentration in Organizational Behavior Management examines the role of the individual, work groups and teams, the organizational system and how these areas interact within the organizational system as well as the broader external environment.

MPSO 520 Understanding the Individual at Work (3 SH)

MPSO 521 Managing Work Groups and Teams (3 SH)

MPSO 522 Managing the Organizational System (3 SH)

MPSO 523 Leading Across Culture (3 SH)

**Interdisciplinary Concentration (12 SH)**The interdisciplinary concentration allows students the flexibility to create a degree plan with courses from any of the MPS curricular offerings. Students are able to study in more than one area and select specific subjects and topics that are of interest t

**MASTER OF PROFESSIONAL STUDIES (MPS)**

**MBA 530 Leadership (3 SH)**

This course examines theories that provide the conceptual framework for organizational development from the leader's perspective. Strategies and qualities necessary for becoming an effective leader will be examined. The process of creating an organizational vision and implementing visionary leadership will be one of the major course topics. Students will reflect on the particular challenges and responsibilities encountered in shaping and creating successful leaders in the 21st century. Application of theory to practice will be stressed

**MBA 532 Quantitative Business Analysis (3 SH)**

The course covers the complex mathematical models and problem-solving techniques encountered in later courses in economics, accounting, finance and production and operations management. Topics include descriptive statistics, probability and probability distributions, hypothesis testing, populations and sampling, analysis of variance, simple and multiple regression analysis, time series forecasting and modeling and introductory chi-square techniques.

**MBA 534 Organizational Behavior (3 SH)**

This course examines the interaction of individuals, groups and systems in both profit and nonprofit organizations. It presents theories, classic and contemporary research and case studies. Discussion focuses on practical applications. Topics include individual needs and motivation, group dynamics, power and leadership, politics and conflict resolution, communication organizational design and structure and ethics.

**MPS 501 Conflict Resolution and Negotiation in the Workplace (3 SH)**

This course examines conflict situations and develops strategies and skills to effectively solve disputes in the workplace. Learners will gain an understanding of the root causes of conflict within an organization. By hands-on activities and simulations, class members will explore various types of negotiations and conflict resolution strategies, practice team/multiparty negotiations, and develop a cultural awareness to help reduce conflict within multicultural teams.

**MPS 502 Business Ethics, Diversity and Social Issues** **(3 SH)**

A study of the relationship of business ethics and social responsibility in both domestic and global settings. The aim is to explore ethical and moral considerations of corporate conduct, social responsibilities, policies, and strategies. Emphasis is on the definition, scope, application, and analysis of ethical values as they relate to issues of public and organizational consequence and business decision making in the domestic and global business environments.

**MPS 565 Research Methods (3 SH)**

​An overview of research methodology including basic concepts employed in quantitative and qualitative research methods for conducting meaningful inquiry and research. They will gain an overview of research intent and design, methodology and technique, format and presentation, and data management and analysis informed by commonly used statistical methods.

**MPS 588 Capstone Project** **(3 SH)**

Employing the information, tools, and techniques of the professional studies program, this capstone course draws on all previous coursework appropriate to the student's area of concentration.  In this course, students will produce an integrative capstone project that reflects and applies the key learning outcomes of students selected concentration.

**MASTER OF PROFESSIONAL STUDIES - COMMUNICATION (MPSC)**

**MPSC 510 Active Listening in the Digital Age (3 SH)​**

This course offers an exploration of the complexities of communication reception and interpretation relevant to intrapersonal, interpersonal, and professional development. By covering topics including the types of listening, the role of listening in communication, and specific listening skills for particular contexts, the goal of this course is to assess, modify, and improve listening practices.

 **MPSC 511 Communication and Diversity in the Workplace (3 SH)**

This course focuses on the potential of intercultural communication to enhance the workplace environment. Students will explore theories and research that demonstrate how workplace communication influences people’s diverse identities, as well as how diversity influences communication.

**MPSC 512 Communication Campaign Development (3 SH)**

The goal of this course is to explore the principles of effective communication campaigns. Students will learn how to develop and integrate creative campaign materials across multiple media platforms. The course provides hands-on, practical experience creating and presenting a communication campaign plan to a potential client.

**MPSC 513 Speechwriting (3 SH)**

This course places emphasis on actual practice in preparing speech manuscripts for oneself and others. Example speeches are analyzed to better understand language, evidence, and stylistic choices available to speech writers. The course explores the ethical dimensions of writing for others in corporate and political positions. Students prepare a variety of speeches and analyses of others’ speeches.

**MASTER OF PROFESSIONAL STUDIES – ORGANIZATIONAL BEHAVIOR MANAGEMENT (MPSO)**

**MPSO 520 ​Understanding the Individual at Work (3 SH)​**

This course will focus on the individual within an organization. Understanding personal ability and learning style, emotional intelligence, the relationship between attitudes and job satisfaction and how a person makes decisions, forms the foundation for this course. Personality traits and perception of others are also discussed, together with the basic concepts and theories of motivation as they relate to the individual.

**MPSO 521 Managing Work Groups and Teams (3 SH)​**

This course focuses on the group/team dynamic within an organization. Beginning with the foundations of group behavior, students will explore the group and team dynamics including communication within a group, various approaches to leadership within a team, the power and politics associated with group/team interaction and how to use conflict and negotiation for a positive outcome.

**MPSO 522 Managing the Organizational System (3 SH)**

This course explores organizational systems. Critical to understanding how an organization functions on a Macro level requires an examination of different organizational structures and cultures. These topics along with how an organization engages in work/job design, implements technology and integrates HR policies and practice into the broader organization is imperative to understanding the organizational system. Finally, using the organizational system as an agent for change will be examined.

**MPSO 532 Leading Across Culture (3 SH)**

Leading across cultures is about adapting, communicating, thinking critically, and understanding your own biases. This course will explore the five key dimensions of cross-cultural leadership - Context, Risk, Linear vs. Parallel, Hierarchy, and Individualism vs. Collectivism. Students will explore the impact of culture on an organization and how one can adapt to variations in different cultures.