**Master of Professional Studies Course Descriptions CORE** (all three-credit courses)

MBA 530 Leadership: This course examines theories that provide the conceptual framework for organizational development from a 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: 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: 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 5XX Conflict and Negotiation: This course examines conflict situations and the way communication can serve as a vehicle for their intensification or resolution. It provides a wide-ranging introduction to concepts in negotiation, interpersonal effectiveness, and organizational conflict resolution. Students will explore various types of negotiations, discuss communication practices, practice team/multiparty negotiations, and address cultural differences.

MPS 5XX Business Ethics, Diversity and Social Issues: 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 5XX Research Methods: 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 35 2 intent and design, methodology and technique, format and presentation, and data management and analysis informed by commonly used statistical methods.

MPS 5XX Capstone Project: 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. Communication Concentration (all three-credit courses)

MPS 5XX - Active Listening in the Digital Age: 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.

MPS 5XX Communication and Diversity in the Workplace: This course focuses on the potential of intercultural communication to enhance 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.

MPS 5XX Communication Campaign Development: 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.

MPS 5XX Speechwriting: 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. Organizational Behavior Management Concentration (all three-credit courses)

MPS 5XX – Understanding the Individual at Work: 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.

MPS 5XX – Managing Work Groups and Teams: 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 36 3 power and politics associated with group/team interaction and how to use conflict and negotiation for a positive outcome.

MPS 5XX – Managing the Organizational System: 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.

MPS XXX - Leading Across Culture: 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.