BUSINESS ADMINISTRATION
( Behrend)

Graduate Program Head Greg Filbeck
Program Code BADM
Campus(es) Erie (M.B.A.)
Degrees Conferred Master of Business Administration (M.B.A.)
The Graduate Faculty View (https:// secure.gradsch.psu.edu/
gpms/index.cfm?searchType=fac&prog=BADM)

The Penn State Erie M.B.A. is a general degree emphasizing development of the planning and problem-solving skills crucial in middle and upper management. Course work emphasizes the integration of business functions and the practical application of theory in the business world, using cases, simulated problems and actual students are experiencing at work. Many students are fully employed professionals who bring a wealth of knowledge and experience to the classroom. Both full-time and part-time study are possible and the program can be completed by attending evening and daytime classes.

Admission Requirements
Applicants apply for admission to the program via the Graduate School application for admission (http://gradschool.psu.edu/prospective-students/how-to-apply). Requirements listed here are in addition to Graduate Council policies listed under GCAC-300 Admissions (http://gradschool.psu.edu/graduate-education-policies).

Admission is granted only to candidates who demonstrate high promise of success for graduate work. Applicants are required to take the Graduate Management Admissions Test (GMAT) (http://www.mba.com/us).1

Admission decisions are based on the following:

• undergraduate grade-point average;
• the degree of correspondence between the applicant’s objectives and those of the program;
• three letters of reference;
• and GMAT score.

Favorable consideration will be given to applicants who have significant work experience. A minimum GMAT score of 450 is required. However, admission is competitive and higher scores may be required, depending on the qualifications of the applicants. Admission is open during the fall and spring semesters, as well as during the summer session.

Applicants must demonstrate proficiency in writing by having earned a grade of B or higher in a college English composition or writing course or by achieving a score of four or higher on the GMAT Analytical Writing Assessment. Students who fail to meet at least one of these two criteria must complete a college English composition or writing course and earn a grade of B or higher or retake the GMAT test and score four or higher on the Analytical Writing Assessment. This requirement must be satisfied during either the first semester or summer session of the student’s matriculation.

1 GMAT Waivers will be considered in the following circumstances:
• The applicant has a completed master’s degree, M.D., J.D., or Ph.D. from a regionally accredited institution
• The applicant has post-graduate full-time professional work experience of 7 years or more
• The applicant has post-graduate full-time work experience of 3 to 7 years and an Undergraduate GPA of 3.3 or higher
• The applicant has less than three years of post-graduate full time work experience and an Undergraduate GPA of 3.6 or higher.

Degree Requirements
Master of Business Administration
Requirements listed here are in addition to Graduate Council policies listed under GCAC-700 Professional Degree Requirements (http://gradschool.psu.edu/graduate-education-policies).

The Master of Business Administration degree program consists of two parts:

Demonstration of Subject Matter Competence
Students are expected to demonstrate fundamental competence in accounting, finance, economics, management, marketing, operations management, and statistics prior to taking the Required Courses. Applicants who have, within seven years prior to the date of their admission to the degree program, completed a baccalaureate degree in business from a regionally accredited institution that includes introductory courses in these disciplines will be considered to have demonstrated competence as long as the previously completed courses carry grades of B or higher. An applicant who, within seven years prior to his or her admission to the degree program, completed a baccalaureate degree in a non-business field from a regionally accredited institution that includes equivalent undergraduate or graduate courses carrying a grade of B or higher will also be considered to have demonstrated competence. Applicants who attained currency of knowledge through relevant business experience or continuing professional education in one or more of the subject areas may demonstrate competence through examination.

Required Course work
These courses provide greater depth of knowledge in the subject areas included. This component of the MBA program consists of seven 3-credit courses that cover advanced topics in cost management, managing effective organizations, quantitative methods for business, leadership and ethics, corporate finance, marketing strategy, and strategic management and business policy.

All students are required to complete the following courses unless they can demonstrate advanced knowledge of the course subject matter through prior course work, extensive experience and/or advanced professional education. Students who believe they have knowledge of a required course must submit a written request and documentation describing their knowledge of the course subject matter. If approved, the student will substitute an additional elective course for the required course.

Code Title Credits
BADM 510 Cost Management for Decision Making and Control 3
BADM 512 Managing Effective Organizations 3
BADM 513 Quantitative Methods for Business 3
### Learning outcomes

1. **CRITICAL THINKING:** Students will be able to apply critical thinking techniques to business situations to construct relevant analyses, arguments, and conclusions.
   - a. Students will clearly identify the key issues in the analysis.
   - b. Students will present the appropriate analytic framework or warrant.
   - c. Students will identify and assess important assumptions and question their validity.
   - d. Students will identify and assess the quality of supporting data/evidence & provides additional data/evidence related to the issue.

2. **ORAL COMMUNICATION:** Students will be able to demonstrate effective oral communication.
   - a. Students will demonstrate satisfactory speaking skills
   - b. Students will demonstrate effective engagement of audience through non-verbal cues
   - c. Students will organize oral presentations
   - d. Students will develop a clear and well-structured arguments providing sufficient evidence to support each argument

3. **WRITTEN COMMUNICATION:** Students will be able to demonstrate effective writing skills.
   - a. Students will organize written assignments effectively
   - b. Students will develop a clear and well-structured argument
   - c. Students will identify and provide evidence sufficient to support the argument
   - d. Students will find reliable sources and cite and reference them correctly
   - e. Students will demonstrate proper writing mechanics with respect to spelling, punctuation, and grammar.

4. **ETHICS:** Students will be able to recognize ethical issues and apply ethical theories in business situations at individual and/or organizational levels
   - a. Students will identify ethical issues/inter-relationships between business and society
   - b. Students will identify stakeholders
   - c. Students will identify consequence of decisions/actions to stakeholders
   - d. Students will recognize the potential implications of managerial actions on employee ethical conduct
   - e. Students will analyze an ethical dilemma using multiple ethical principles
   - f. Students will correctly apply ethical principles
   - g. Students will recommend a course of action
   - h. Supports action plan recommendation with ethical analysis

5. **FUNCTIONAL AREA KNOWLEDGE:** Students will be able to apply foundational knowledge to analyze and solve problems and interpret written and visual material across various business domains.
   - a. Students will be able to apply foundational knowledge to analyze and solve problems and interpret written and visual material in the Marketing domain.
   - b. Students will be able to apply foundational knowledge to analyze and solve problems and interpret written and visual material in the Management domain.
   - c. Students will be able to apply foundational knowledge to analyze and solve problems and interpret written and visual material in the Accounting domain.
   - d. Students will be able to apply foundational knowledge to analyze and solve problems and interpret written and visual material in the Strategic Integration domain.

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### Culminating Experience

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<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>BADM 514</td>
<td>Strategic Planning and Business Policy</td>
<td>3</td>
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<table>
<thead>
<tr>
<th>Elective Courses</th>
<th>Credits</th>
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<tbody>
<tr>
<td>BADM 526</td>
<td>Leadership and Ethics</td>
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<tr>
<td>BADM 532</td>
<td>Corporate Finance</td>
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<tr>
<td>BADM 554</td>
<td>Marketing Strategy</td>
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| Total Credits   | 30      |

1. All students are required to take 9 credits of elective courses covering advanced topics of their choice. MBA students may apply a maximum of 6 credits of approved 400-level course work toward elective requirements. Course work at the 400 level must be approved by the director of the MBA program and cannot have been used for another degree.

2. The program capstone is BADM 514, which is a semester long industry and business analysis problem, culminating in a final, integrated paper.

### Transfer Credits

Credits earned at other institutions but not used to earn a degree may be applied toward the requirements for a graduate degree, subject to restrictions outlined in GCAC-309 Transfer Credit (http://gradschool.psu.edu/graduate-education-policies/gcac/gcac-309/transfer-credit). Application of transfer credits to the student’s academic program must be approved by the director of the MBA program.

### Student Aid

Graduate assistantships available to students in this program and other forms of student aid are described in the Tuition & Funding (http://gradschool.psu.edu/graduate-funding) section of The Graduate School’s website. Students on graduate assistantships must adhere to the course load limits (http://gradschool.psu.edu/graduate-education-policies/gsad/gsad-500/gsad-501-credit-loads-graduate-assistants) set by The Graduate School.

### Courses

Graduate courses carry numbers from 500 to 699 and 800 to 899. Advanced undergraduate courses numbered between 400 and 499 may be used to meet some graduate degree requirements when taken by graduate students. Courses below the 400 level may not. A graduate student may register for or audit these courses in order to make up deficiencies or to fill in gaps in previous education but not to meet requirements for an advanced degree.

Business Administration (BADM) Course List (https://bulletins.psu.edu/university-course-descriptions/graduate/badm)
## Contact

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<tr>
<th>Campus</th>
<th>Erie</th>
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<tbody>
<tr>
<td>Graduate Program Head</td>
<td>Greg Filbeck</td>
</tr>
<tr>
<td>Program Contact</td>
<td>Alice Lynn Puzarowski</td>
</tr>
<tr>
<td></td>
<td>5101 Jordan Road</td>
</tr>
<tr>
<td></td>
<td>Burke Center</td>
</tr>
<tr>
<td></td>
<td>Erie PA 16563</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:alg135@psu.edu">alg135@psu.edu</a></td>
</tr>
<tr>
<td></td>
<td>(814) 898-6200</td>
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<tr>
<td>Program Website</td>
<td>View (<a href="http://psbehrend.psu.edu/admissions-financial-aid/graduate-admissions/master-of-business-administration">http://psbehrend.psu.edu/admissions-financial-aid/graduate-admissions/master-of-business-administration</a>)</td>
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