



The Else School of Management
MILLSAPS COLLEGE

GRADUATE CATALOG 2023-24



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Academic Calendar for 2023-24

August 14.....Residence halls open 8AM for first-year students
August 14-20.....Orientation for new students
August 15.....Residence halls/Fraternity houses open 9AM for returning students
August 17.....Fall Conference for faculty
August 21.....Fall regular and Fall 1 classes begin
August 21-22.....Late Registration
August 24.....*Opening Convocation
August 30.....Last day for schedule changes without grade
September 4....Labor Day; Regular meeting of Monday classes; College offices closed
October 6.....Fall 1 classes end
October 9-10.....Fall break
October 9.....Mid-semester grades due
October 11.....Fall 2 classes begin
October 16-31.....Fall Comprehensive exams
November 1.....Last day for dropping courses with grade of W
November 6-9.....Registration for Spring semester
November 17.....Residence halls/Fraternity houses close at 5PM
November 20-24.....Thanksgiving break – no classes; College offices closed
November 26..Thanksgiving holidays end; Residence halls/Fraternity houses open 3PM
November 27-December 6.....Student Course Evaluations
December 5..Last regular meeting of Fall regular and Fall 2 classes (Tuesday Schedule)
December 6.....Reading day
December 7-8.....Final exams
December 7-13....Residence Halls/Fraternity houses check-out 24 hours after final exam
December 11-13.....Final exams
December 14.....Residence halls/Fraternity houses close 12PM
December 15.....Semester grades due 9AM
December 20-January 2.....College offices closed

2023-24 Winter Term

December 14.....Classes begin
January 11.....Last meeting of classes
January 11.....Final grades due

2024 Spring Term

January 3.....College offices open
January 13.....Residence halls open 9AM
January 14.....Residence halls/Fraternity houses open 10AM for returning student
January 15.....Martin Luther King Day; College offices closed
January 16.....Spring regular and Spring 1 classes begin
January 16-17.....Late Registration
January 25.....Last day for schedule changes without grade
March 7.....Tap Day
March 8.....Classes until 4:30PM; Residence halls/Fraternity houses close 3PM

March 8.....	Spring 1 classes end
March 9-17.....	Spring break
March 11.....	Mid-semester grades due
March 17.....	Spring holidays end; Residence halls open 3PM
March 18.....	Spring 2 classes begin
March 18-April 1.....	Comprehensive examinations
March 22.....	Major Declaration Day
March 29.....	Good Friday - no classes; College offices closed
April 3.....	Last day for dropping courses with grade of W
April 4.....	TAP day
April 8-11.....	Registration for Fall semester
April 15-May 24.....	Summer 2024 registration
April 22-May 1.....	Student Course Evaluations
April 30.....	Last regular meeting of Spring regular and Spring 2 classes (Friday class day)
May 1.....	Awards Day / Reading Day
May 2-4.....	Final exams
May 2-7.....	Residence halls/Fraternity houses check out 24 hours after final exam
May 6-7.....	Final Exams
May 8.....	Residence halls/Fraternity houses close 12PM for first-years/sophomores/juniors
May 8.....	Final grades for graduating seniors due at 2PM
May 10.....	All semester grades due
May 10.....	*Baccalaureate
May 11.....	*Commencement; Residence halls close 5PM

2024 Summer Term

May 13.....	Off Campus A begins
May 27.....	Memorial Day - College offices closed
May 31.....	Off Campus A classes end; Exam day June 2
June 2.....	Residence hall check in for Summer 1 / Summer Long starts at 12 PM
June 2.....	Off Campus A grades due
June 3.....	Summer 1 / Summer Long begin
June 19.....	Juneteenth Holiday - No Classes College Offices Closed
July 5.....	Summer 1 classes end; Exam day
July 6.....	**Residence hall check out for Summer 1 by 12 PM
July 7.....	Summer 1 final grades due
July 7.....	Residence hall check in for Summer 2 starts at 12 PM
July 8.....	Summer 2 begins
July 4.....	Independence Day - no classes; College offices closed
July 28.....	Off Campus B begins
August 9.....	Summer 2 / Summer Long classes end; Exam day
August 10.....	Residence halls close for the summer at 12 PM
August 11.....	Summer 2 / Summer Long final grades due
August 18.....	Off Campus B classes end; Exam day
August 20.....	Off Campus B final grades due

***Formal Academic Occasion**

**** Students registered for Summer 2 will not need to leave the residence hall between summer sessions**

Else School of Management



Else School of Management

General Information

The Graduate Catalog is designed to supplement the College Catalog and provide information that is of particular interest to graduate students and prospective graduate students.

The Else School of Management admits students of any race, color, sex, national, or ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to the students of Millsaps College. It does not discriminate on the basis of race, color, sex, national, or ethnic origin in administration of its educational policies, admissions policies, scholarships and loan programs, and athletic and other school administered programs. No handicapped person is, on the basis of handicap, excluded from participation in, denied benefits of, or otherwise subjected to discrimination under any program, employment, or activity at Millsaps.

The provisions of this catalog are not to be regarded as an irrevocable contract between the student and the College. This catalog has attempted to present information regarding admission requirements, course and degree requirements, tuition fees, and the general rules and regulations of the College for the year 2022-2023 and 2023-2024 in as accurate and timely fashion as possible. This does not, however, preclude the possibility of changes taking place during the academic year. If such changes occur, they will be publicized through normal channels and will be included in the next printed catalog.

Memberships

The Else School of Management holds membership in The Association to Advance Collegiate Schools of Business (AACSB), the Southern Business Administration Association, and the Southwestern Business Deans' Association.

Accreditation

The Else School of Management is accredited by AACSB. Millsaps College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award the degrees of Master of Accountancy and Master of Business Administration. Contact the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation status of Millsaps College. Routine inquiries about the institution, such as admission requirements, financial aid, and educational programs, should be addressed directly to the institution and not to the Commission's office.

Our Mission

Through experiential learning, professional development, and individualized attention, the Else School of Management transforms undergraduate, graduate, and executive education students into leaders who positively impact our communities.

Our Vision

The Else School of Management at Millsaps College will remain a recognized leader in providing transformative educational experiences.

Our History

Although the Else School of Management at Millsaps formally came into being in 1979, its roots extend to 1941 when the first Bachelor of Arts degree with a major in economics was awarded. In 1974, the Bachelor of Business Administration degree was added and with the organization of the School of Management in 1979, the curriculum was expanded to include a Master of Business Administration degree. The Master of Accountancy degree was added in 1994.

In addition to teaching, the faculty of the Else School are engaged in research and professional activities.

Underscoring the importance of recruiting and maintaining a well-qualified faculty, the Else School has teaching and research chairs endowed by the H.F. McCarty, Jr. family, Mr. and Mrs. J. Armistead Brown, Mr. and Mrs. Richard D. McRae, and the Kelly Gene Cook, Sr. Charitable Foundation. Further support for the faculty has come through grants from the Ernst & Young Foundation, KPMG/Peat Marwick, Merrill Lynch and Company, IBM Corporation, Digital Equipment Corporation, the W. E. Walker Foundation, the Mitchell Foundation, and the Robert M. Hearin Support Foundation.

The Master of Business Administration (MBA) Degree

The Millsaps MBA is a management degree and its purpose is to develop potential executives for business, government, and other organizations. As such, the MBA is particularly suitable for individuals of all academic backgrounds who have attained or aspire to attain managerial positions.

The Millsaps MBA program offers courses on a schedule that enables students to pursue the MBA degree on either a full-time or part-time basis. A substantial advantage of the program lies in the composition of the student body; experienced men and women from the active business world and younger students with a fresh insight join together for a meaningful educational experience. A typical class includes students with a broad range of ages and backgrounds including engineering, the physical and social sciences, humanities, and business.

MBA Program Objectives

The educational objective of the MBA program is to provide to the student the base of knowledge and managerial skills needed to assume leadership positions in organizations that compete in a dynamic, global environment. Through a comprehensive and advanced management curriculum relevant to the evolution of management practices and theory, the MBA program strives to prepare students to recognize organizational problems and opportunities, to determine a socially responsible course of action, communicate effectively and to implement a strategy that seizes both internal and external opportunities.

Graduation Requirements

Graduation requirements for the MBA degree are listed below. Once a student begins the program, all program requirements are to be completed within a six-year period unless an extension is granted by the Else School MBA Council. Students attending full time generally complete the program in 12 months; attending part time generally takes 24 months.

- (1) Demonstrated competency in statistical analysis through completion of undergraduate course work offered at Millsaps College or through other prior academic work. (Statistics is not offered as a course in the MBA program.)
- (2) Completion or waiver of 15 hours in prerequisite course work.
- (3) Completion of a minimum of 30 hours in advanced course work (600 level) to include the 18 hours of core course work.
- (4) Cumulative grade point average of B- or higher in graduate level course work.
- (5) Completion of comprehensive project in BUSI 605.

Commencement Policy

Students who graduate Spring or Summer semesters in a given academic year are eligible to participate in May commencement ceremonies. Students who graduate at the end of the Fall semester are eligible to participate in commencement activities the following May.

Course Work Requirements

The MBA degree requires the equivalent of 45 hours of graduate study at three levels of course work: Prerequisite, Core, and Elective. The prerequisite and core courses involve course work that is required of all students pursuing an MBA degree. Elective courses are provided so that each MBA student can tailor a curriculum to fit his or her specific interests. Students are prohibited from taking more than 12 hours in a single semester. In extraordinary cases, students can petition for an exemption of this rule in a single semester.

Prerequisite Courses

The Millsaps MBA curriculum includes 15 hours of prerequisite course work. The prerequisite course work prepares the student for advanced study. Completion or waiver of prerequisite work is a requirement for advanced study. A prerequisite course is waived for an MBA candidate who has completed undergraduate course work in that prerequisite subject with a grade of at least B-.

A prerequisite course is also waived for an MBA candidate who has completed that course at the graduate level with a grade of C or better at an AACSB accredited school, provided the student has no more than three C's in the prior business program. Professional designations, such as the CPA and CFA, may also be accepted to waive the corresponding prerequisite courses, including statistics with regression.

Graduate credit is not awarded for portfolio-based experiential learning which occurs prior to matriculation in the graduate programs.

Students are required to have successfully completed the stated prerequisites for a course prior to beginning that course. For example, accounting should be completed before taking finance. Proficiency in computer software packages for word processing, spreadsheets, and presentations are assumed.

Students with significant work experience, normally at least three years, may meet prerequisite course requirements by successfully completing online courses through the Else School of Management. This option must be approved on a case-by-case basis by the MBA Council. Under this option, students will be allowed to participate in these courses (see Tables 1 and 2), and take a qualifying examination proctored at the Millsaps College campus. A passing grade of 70 percent on the associated final exam is required to satisfy the prerequisite requirement. Students are not required to take all prerequisite courses in an online format. Online courses are not available for credit nor are they listed on the student's transcript.

MBA prerequisite	Online course(s)
Accounting	Survey of Accounting
Finance	Survey of Finance
Marketing	Survey of Marketing
Economics	Survey of Economics
Management	Survey of Management

Table 2. List of online course(s) necessary to satisfy MBA prerequisites	
MBA program prerequisite	Online course
Statistics with Regression	Elementary Statistics

Core Courses

Students are required to complete 18 hours of core study. Students must take at least one three-hour course in each of five core areas: 1) Principled Leadership, 2) Financial Performance, 3) Data Analysis for Decision Making, 4) Navigating a Complex World, and 5) Competitive Strategy. Students must also complete BUSI 691, Business Communication.

Principled Leadership. Courses in this category are related to building, leading, and motivating the workforce. This includes the study of the social and ethical responsibilities involved in managing people and the organization. Prerequisite: MGMT 533, Survey of Management, or equivalent.

Financial Performance. Courses in this category are concerned with the use of accounting and/ or financial market information to make strategic, organizational, and operational decisions. Prerequisites normally include ACCT 580, Survey of Accounting, and FINC 562, Survey of Finance, or equivalent.

Data Analysis for Decision Making. Courses in this category develop or consider analytical tools that are useful for effective decision-making in organizations. Prerequisites Normally include Elementary Statistics and ECON 500, Survey of Economics, or equivalent.

Navigating a Complex World. Courses in this category explore the external environment of an organization, such as technologies, societal trends, cultural characteristics, domestic and global markets, domestic and international governments, etc. Prerequisites normally include ECON 500, Survey of Economics, and MRKT 521, Survey of Marketing, or equivalent.

Competitive Strategy. Courses in this category require students to consider problems and issues faced by business organizations from strategic and comprehensive viewpoints. Students develop strategic plans that address actual problems or concerns. Students are asked to integrate concepts from all areas of business, including management, marketing, finance, accounting, and information systems in order to evaluate issues and recommend approaches to real business situations. Must be taken subsequent to or concurrently with all other core courses. Prerequisite: All prerequisite courses.

Business Communications. This course will prepare students to communicate within their or- ganizations as well as with external entities. Students will examine different elements of communication and barriers to communication as well as the importance of effective communication to leadership.

Elective Courses

In addition to core courses, students must take 12 hours of elective credit. These courses may be chosen from any 600-level Else School course listed in the graduate catalog. Most 600-level courses have a prerequisite, as noted in the course descriptions of the catalog.

MBA students have the opportunity to concentrate part of their curriculum in a particular area of study. Focus areas are available to the student: Data Analytics, Finance, Global Business Studies, Management, and Marketing. Each focus area is designed as a three-course unit (9 hours) of study that enables an in-depth examination of that area of business management. Focus areas do not appear on diplomas or transcripts. A student is not required to have a focus.

Master of Business Administration Degree Checklist (MBA.22)

Students must complete the following foundational pre-requisites or the equivalent:

- ACCT 580: Survey of Accounting (B- or higher)
- ECON 500: Survey of Economics (B- or higher)
- FINC 562: Survey of Finance (B- or higher)
- MGMT 533: Survey of Management (B- or higher)
- MRKT 521: Survey of Marketing (B- or higher)
- Students must have completed an undergraduate course in Statistics with Regression
- Students must have completed an undergraduate course in College Algebra

Students must complete the following from the “Principles of Leadership” core course requirement:

- MGMT 638: Seminar in Leadership

Students must complete one class from the “Financial Performance” core course requirement. Choose from below:

- ACCT 679: Financial Statement Analysis
- FINC 662: Financial Management
- FINC 666: Security Analysis and Portfolio Management

Students must complete one class from the “Data Analysis for Decision Making” core course requirement:

- QMGT 679: Analytics
- ECON 679: Decision Making Under Uncertainty
- QMGT 675: Computational Statistics Using R
- MRKT 626: Marketing Research

Students must complete one class from the “Navigating a Complex World” core course requirement. An international travel course (*) may also complete this requirement:

- MRKT 624: Advanced Brand Management
- MRKT 622: Buyer Behavior
- MRKT 626: Marketing Research with SPSS
- *EACC 600: Study Abroad Topics in Accounting
- *EECN 600: Study Abroad Topics in Economics
- *EFIN 600: Study Abroad Topics in Finance
- *EMAR 600: Study Abroad Topics in Marketing
- *EMGT 600: Study Abroad Topics in Management
- *EMIS 600: Study Abroad Topics in Management Information Systems
- *EPOL 600: Study Abroad Topics in Business

Students must complete the following class from the “Business Communications” requirement:

- BUSI 691: Business Communications

Students must complete the capstone requirement:

_____ BUSI 605: Strategic Management - Concepts and Applications

Students must complete 12 credit hours, 4 courses, in Electives from the Else School.

_____ XXXX #### (B- or higher)

_____ XXXX #### (B- or higher)

_____ XXXX #### (B- or higher)

_____ XXXX #### (B- or higher)

MBA Areas of Focus

MBA students have the option of declaring an area of focus/concentration including Data Analytics, Economics, Finance, Management, Marketing, or Global Business Studies. Each focus area is designated as a three-course unit (9-hours) of study that enables in-depth examination of that area of business management. Focus areas may appear on the college transcript if the concentration is declared in the Office of Records. A student is not required to have a focus. A course taken as a core requirement may also count towards an area of focus however one course cannot count toward two focus areas. Students may petition the MBA council to include a special topics course a part of a particular focus area.

Optional MBA Focus/Concentration in Data Analytics Checklist

Students must complete 9-hours in Data Analytics. Choose from the following courses:

_____ ECON 679: Decision Making Under Uncertainty

_____ MRKT 626: Marketing Research with SPSS

_____ QMGT 675, Computational Statistics Using R

_____ QMGT 677 Collecting and Analyzing Data Using R

_____ QMGT 676 Data Visualization Using Tableau

_____ QMGT 679: Analytics

_____ QMGT 699: Special Topics in Data Analytics

Optional MBA Focus/Concentration in Finance Checklist

Students must complete 9-hours in Finance. Choose from the following courses:

_____ ACCT 679: Financial Statement Analysis

_____ FINC 662: Financial Management

_____ FINC 664: Financial Institutions

_____ FINC 666: Security Analysis and Portfolio Management

_____ FINC 667: Student Managed Fund I

_____ FINC 668: Student Managed Fund II

_____ FINC 669: Special Topics in Finance

Optional MBA Focus/Concentration in Management Checklist

Students must complete 9-hours in Management. Choose from the following courses:

_____ BUSI 624: Employment Law

_____ Busi 626: Managing Chaos

_____ MGMT 635: Human Resource Management

_____ MGMT 638: Seminar in Leadership

_____MGMT 699: Special Topics in Management

Optional MBA Focus/Concentration in Marketing Checklist

Students must complete 9-hours in Marketing. Choose from the following courses:

_____MRKT 624: Advanced Brand Management

_____MRKT 626: Marketing Research with SPSS

_____MRKT 699: Special Topics in Market

**Optional MBA Focus/Concentration in Global Business Studies Checklist
(MBA.GBST.CONC.16)**

Students must complete 9-hours in Global Business Studies. Choose from the following courses:

_____ECON 685: International Economics

_____EACC 600: Study Abroad Topics in Accounting

_____EECN 600: Study Abroad Topics in Economics

_____EFIN 600: Study Abroad Topics in Finance

_____EMAR 600: Study Abroad Topics in Marketing

_____EMGT 600: Study Abroad Topics in Management

_____EMIS 600: Study Abroad Topics in Management Information Systems

_____EPOL 600: Study Abroad Topics in Business

The Millsaps Master of Accountancy (MAcc) Degree

Objectives

The Master of Accountancy program provides post-baccalaureate professional education in the field of accounting. The MAcc program is designed to provide students with greater depth and breadth in accounting education than the bachelor in accounting or Master of Business Administration degrees provide.

The Else School of Management offers a CPA Review course. The review course provides a structured framework for students to prepare and sit for the CPA exam over the duration of their MAcc program. This two-course sequence is a required accountancy course.

Graduation Requirements

All program requirements are to be completed within a six-year period, unless an extension is granted by the Else School MAcc Council. Students attending full time will generally complete this program in 12 months. Students attending part time will generally complete the program in 24 months. Graduation requirements for the MAcc degree are as follows:

- (1) Completion or waiver of the prerequisites for the MAcc.
- (2) Completion of a minimum of 30 hours in advanced course work (600 level (600 level) to include the required accounting core and accounting elective courses.
- (3) Cumulative grade point average of B- or higher in graduate level course work.

To earn a second graduate from the Millsaps College Else School of Management, a student must complete a minimum of 18 semester hours beyond those required for the first degree including all required courses for the second degree.

Prerequisites

The Millsaps Master of Accountancy curriculum includes 15 hours of accounting prerequisites. These prerequisites prepare students for the advanced study of accounting. Completion or waiver of a prerequisite is required for advanced study. Generally, an undergraduate degree in accounting from an AACSB accredited business school is sufficient to waive these prerequisites. Professional designations may also be accepted to waive the corresponding prerequisite courses.

Master of Accountancy Degree Checklist (MAcc.17)

Students must have completed the following pre-requisites:

- _____ ACCT 581: Intermediate Financial Accounting I (B- or higher)
- _____ ACCT 582: Intermediate Financial Accounting II (B- or higher)
- _____ ACCT 583: Auditing I (B- or higher)
- _____ ACCT 584: Federal Taxation of Income (B- or higher)
- _____ Students must also have completed an undergraduate course in Statistics with Regression
- _____ Students must also have completed an undergraduate course in College Algebra
- _____ Advanced Managerial Accounting or equivalent

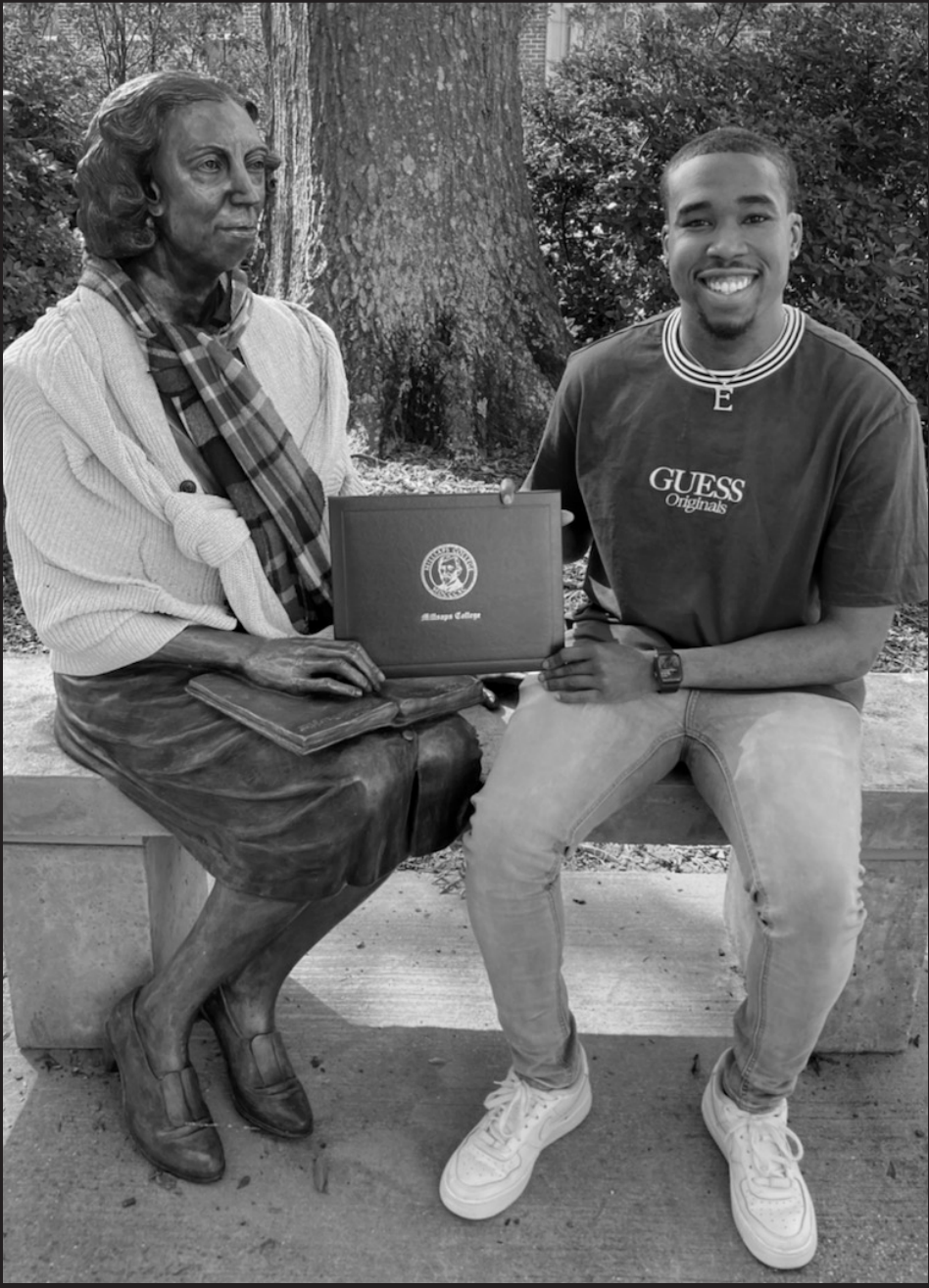
Students must complete the following required Accounting core courses:

- _____ ACCT 620: Advanced Financial Accounting (Waived if taken at the undergraduate level)
- _____ ACCT 642: Advanced Taxation
- _____ ACCT 660: Public Accountancy Problems I
- _____ ACCT 661: Public Accountancy Problems II
- _____ ACCT 673: Advanced Auditing
- _____ ACCT 675: Accounting Theory
- _____ ACCT 676: Government/Nonprofit Accounting (Waived if taken at the undergraduate level)

Students must complete the remaining required hours from the following approved electives. No more than 6 hours may be obtained through Accounting Residency (ACCT 651 or ACCT 652).

- _____ ACCT 641: Accounting Information Systems
- _____ ACCT 651: Accounting Residency I
- _____ ACCT 652: Accounting Residency II
- _____ ACCT 677: Tax Planning Research
- _____ ACCT 678: Seminar in Valuation
- _____ ACCT 679: Financial Statement Analysis
- _____ ACCT 682: Fraud Examination
- _____ ACCT 683: Ethics in Accounting
- _____ ACCT 696: Federal Estate and Gift Taxation
- _____ FINC 662: Financial Management
- _____ FINC 666: Security Analysis & Portfolio Management
- _____ EACC 600: Study Abroad Topics in Accounting
- _____ EECN 600: Study Abroad Topics in Economics
- _____ EFIN 600: Study Abroad Topics in Finance
- _____ EMAR 600: Study Abroad Topics in Marketing
- _____ EMGT 600: Study Abroad Topics in Management
- _____ EMIS 600: Study Abroad Topics in Management Information Systems
- _____ EPOL 600: Study Abroad Topics in Business

Master of Business Administration and Master of Accountancy Program
Admission Procedures



Admissions for MBA and MAcc Programs

Application Deadlines

We offer rolling admissions for the MBA and MAcc Programs. Applicants can apply for fall, spring, and summer terms. Applicants who complete their application (including submission of supporting documents) by the priority deadline are guaranteed full consideration for both admission, scholarship, and graduate assistantship opportunities. Applications completed after the priority deadline are considered for funding on an available basis.

Priority Deadlines:

Summer/Fall terms: April 1

Spring term: October 1

Round 2 Deadlines:

Summer/Fall terms: July 1

Spring term: December 1

Application Process

Complete the Graduate Application online at <https://admission.millsaps.edu/register/graduate-app>. The application cannot be saved and return to, so all supplemental documents and names of recommenders must be included. Attach the following documents to your application:

- (1) Professional resume.
- (2) Admissions essay. In approximately 500 words, please discuss the factors that influenced you to pursue a graduate degree in business administration or accounting at Millsaps College. Discuss how a master's degree will be most helpful in your career development and how you will contribute to the program. PDF format is preferred.
- (3) Names and email addresses of two individuals to write letters of recommendation on your behalf. These should be professional or academic recommendations. Additional recommendations are optional.
- (4) Official Graduate Management Admissions Test (GMAT)* or Graduate Record Examination (GRE) scores sent directly to Millsaps College Else School of Management.
- (5) Official copy of undergraduate transcripts sent directly by the undergraduate institution and any other transcripts necessary to provide a complete review of prior academic work should also be submitted. All applicants must possess a bachelor's degree from a regionally accredited institution prior to the date of anticipated enrollment in a Millsaps graduate program. Official transcripts can be sent electronically to mbamacc2millsaps.edu or via mail to Else School of Management Graduate Admissions, 1701 North State Street, Jackson, MS 39210. mbamacc@millsaps.edu

International Students

Applicants who reside in other countries OR who enrolled in college in other countries must submit the application and required documents listed above. In addition, they must submit the following supporting materials:

(6) Official evaluated transcripts. Applicants who attended institutions outside of the United States are required have their transcripts evaluated by a NACES-approved organization (<https://www.naces.org/members>). The organization will provide directly to Millsaps the following: an official copy of your course by course evaluation, GPA and verification that the international degree is equivalent to a US regionally accredited institution. This documentation is required before your application can be reviewed.

(7) English Language Competency. Applicants from countries other than the United States for whom English is not the first language are required to demonstrate high-level competence in the use of the English Language. To meet the English language requirement applicants must submit scores from one of the following tests for admission:

a) Test of English as a Foreign Language (TOEFL). You must achieve a minimum score of 80 (internet-based test) or 550 (written test) or 220 (computer-based test). Combined scores will not be accepted, nor will Millsaps accept the ETS MyBestScore results. The TOEFL is administered by the Educational Testing Service (ETS). The test cannot be more than two years old.

b) Duolingo English Language Test: Due to recent English language testing and travel restrictions related to COVID-19, Millsaps College is accepting the Duolingo English Language Test as part of our admissions process. The minimum required Duolingo score is 100.

English language waivers: International students coming to Millsaps after completing a bachelor's degree from a regionally accredited American college or university may have this requirement waived if satisfactory English grades were obtained in the student's undergraduate program.

(8) Financial Evidence. Students entering from other countries must provide evidence of their ability to finance the cost of their education and living expenses prior to matriculation. The form is online at <https://admission.millsaps.edu/register/Grad120Request>. Merit-based scholarships are available to international students

(9) Copy of official passport.

Admissions Process

Applicants to the MBA program may be admitted to the program if the applicant achieves a minimum score of 530 on the GMAT and a 3.2 GPA. In addition, all required documents, as listed above, must be submitted, evaluated, and approved by the Director of Graduate Admissions or the Dean of the Else School.

If applicants are not admitted according to the paragraph above, they are referred to the MBA Council. The MBA Council may choose to: (1) admit the applicant to the program; (2) deny the applicant admission to the program; or (3) conditionally admit the applicant to the program.

Alternatively, applicants to the MBA program may be admitted to the program if the applicant graduates from Millsaps College with a major or minor in business administration, earning a grade of B- or better in each of the courses that comprise the major or minor; achieves a 3.2 GPA; and achieves a grade of C or better in statistics. In addition, all required documents, with the exception of the GMAT score, as listed must be submitted, evaluated, and approved by the Director of Graduate Admissions or the Dean of the Else School.

Consideration for exceptions to this process may include, but are not limited to, the following: three or more years of significant managerial or professional experience, undergraduate GPA of 3.0 or higher, evidence of mastery of verbal communication skills, evidence of written communication skills, evidence of quantitative ability, letters of recommendation, and interviews with members of the MBA Council. The MBA Council will evaluate the applicant's portfolio and vote to admit or deny admission as an exception.

***GMAT Waivers.** The GMAT will be waived under the following conditions. All conditions must be met.

* The applicant is enrolled or graduated from an AACSB accredited institution or a member of the ACS (Associated Schools of the South),

* completed a major or minor in business earning a B- or better in business courses that comprise the major and earned a C or better in statistics.

* has an overall undergraduate GPA of 3.2 or higher

OR

· The applicant has three (3) or more years of significant managerial or professional experience AND

· Undergraduate GPA of 3.0 or better.

Early Start – Millsaps Undergraduates

Current Millsaps undergraduate students who wish to matriculate directly into the graduate business programs at Millsaps may do so, in some cases, before they complete their undergraduate degrees. Millsaps seniors who have accumulated enough undergraduate hours that they do not have to take a full course load the second semester of their senior year in order to graduate are eligible to take up to six graduate hours during that semester. If the MBA or MAcc Council approves the student, he/she will be admitted to the program conditionally. Students who are conditionally admitted will be able to take up to six hours. Course work must be approved by the graduate advisor. Upon successful completion of the student's undergraduate degree from Millsaps, he/she will be fully admitted to the program. Ordinarily, the student may only apply for conditional admission one regular semester before his or her graduation date.

Millsaps Undergraduate students are eligible to apply for the Certificate in Data Analytics through the Early Start Program. Millsaps seniors who have completed QMGT 4750 and QMGT 4770 and who have accumulated enough undergraduate hours that they do not have to take a full course load the second semester of their senior in order are eligible to take the two remaining courses (QMGT 679 and QMGT 674) to earn their Certificate in Data Analytics.

To apply for the Early Start Program, Millsaps undergraduate students must submit all materials listed under The Application Process on page 19, except for the requirement of the completion of a bachelors degree. If the MBA or MAcc Council approves the student, he/she will be admitted to the program conditionally. Students who are conditionally admitted will be able to take up to six hours. Course work must be approved by the graduate advisor. Upon successful completion of the student's undergraduate degree from Millsaps, he/she will be fully admitted to the program. Ordinarily, the student may only apply for conditional admission one regular semester before his or her graduation date.

Students accepted into this program will pay a rate equal to full time undergraduate tuition and fees.

Partnership with Associated Colleges of the South for Graduate Education

Graduates from Birmingham Southern College or Centenary College may be admitted to the MBA or MAcc programs without having taken the GMAT under certain circumstances. Specifically, applicants must have:

- Completed a major or minor in business administration or accounting from either Birmingham Southern or Centenary College, earning a grade of B- or better in each of the courses that comprise the minor;
- Achieved a 3.2 overall GPA;
- Earned a grade of C or better in statistics;
- Completed a written essay demonstrating mastery of communication skills; and
- Provided two letters of recommendation from professors or employers.

All required documents listed above must be submitted, evaluated, and approved by the Director of Graduate Admissions or the Dean of the Else School of Management.

Graduate Academic Advising

The Director of Administration for the Else School of Management acts as the advisor of record for all MBA and MAcc students. Students are required to consult with his or her advisor prior to entering the program and prior to registration for each semester.

Non-Degree Student/Student-at-Large

A student-at-large is one who wishes to take a graduate class, but is not interested in obtaining the formal degree, has previously obtained an MBA or MAcc degree, or is presently working for an advanced degree in the graduate school of another accredited university and is accepted for registration in the graduate program at Millsaps. Students under this category must be in good standing at their graduate school and provide Millsaps with a letter from his or her home college stating that the purpose for attending Millsaps is to transfer credit to the home college. A student-at-large must meet admissions standards as well as prerequisites for chosen courses.

Student in Good Standing

After admission to the graduate program, a student is expected to maintain a good standing status. Any student who receives grade of C in 9 hours or more of 500 or 600-level course work is not considered a student in good standing and must petition the MBA Council to continue in the program.

If a student receives a grade of D or F in a graduate level course, the student will automatically be dismissed from the program. To be considered for re-admission, the student must petition the Graduate Admissions office in writing, stating the factors responsible for the poor academic record and the reasons why he/she should be readmitted to the program. If readmission is granted, the student must complete requirements set forth by the MBA Council.

Auditing a Course

Courses may be audited with the approval of the Dean of the Else School. Students must indicate their intention to audit at the time of registration. The student must pay regular tuition and fees for auditing courses.

Student Withdrawal/Leave of Absence Policy

Students are expected to be in class every regular semester (fall and spring) after being granted admission to the program until graduation. Students who, for personal or work-related reasons, wish to skip a regular semester should apply for a leave of absence. For a leave of absence form, see the Director of Administration of the Else School of Management or the Office of Records.

Students who do not apply for a leave of absence and are not enrolled for classes for two consecutive regular semesters must apply for re-admission to the graduate program. These students will be required to submit a former student application and a new application fee. Returning former students may be required, at the discretion of the Director of Graduate Business Admissions, to re-submit the other admission credentials as listed above. Students who must be re-admitted to the program will be judged based on the admissions standards that are current at the time of their application for re-admission to the program. The MBA

Council reserves the right to deny admission to former students who do not meet current admissions criteria.

Transfer of Graduate Credit

A graduate student who has matriculated at another college or university and wishes to transfer to Millsaps College to continue his or her graduate education must be in good standing at the other institution. A graduate course in which the student received a grade of C or less will not be acceptable for transfer. A maximum of 12 semester hours of elective courses can be transferred from a school that has graduate accreditation by The Association to Advance Collegiate Schools of Business International (AACSB). For students matriculating from non-AACSB International accredited graduate programs, a total of six semester hours of electives may be transferred. Total graduate elective transfer credit may not surpass 12 hours. Transfer credit will not be accepted for core courses unless prior approval is obtained from the MBA Director of the Else School of Management. Transfer courses must correspond with the Else School graduate business curriculum. Transfer students must complete the full admissions process.

Students who have been admitted to the graduate business program may not transfer credits back to Millsaps from another program unless prior approval is obtained from the Dean of the Else School of Management. Normally, permission to transfer credits is not granted unless the student is required to move for employment or other compelling reasons. Under such circumstances, no more than six hours can be transferred back. However, this number can be reduced if the student transferred work to Millsaps from another graduate school at the beginning of his or her enrollment.

Honor Code

Millsaps College is an academic community where men and women pursue a life of scholarly inquiry and intellectual growth. The foundation of this community is a spirit of personal honesty and mutual trust. Through the Honor Code, members of the Millsaps community, faculty, and students, affirm their adherence to these basic ethical principles.

An Honor Code is not simply a set of rules and procedures governing students' academic conduct. It is an opportunity to put personal responsibility and integrity into action. When students agree to abide by the Honor Code, they liberate themselves to pursue their academic goals in an atmosphere of mutual confidence and respect.

The Millsaps Honor Code was adopted by the student body and approved by the faculty and Board of Trustees in 1994. The success of the code depends upon the support of each member of the community. Students and faculty alike commit themselves in their work to the principles of academic honesty. When they become aware of infractions, both students and faculty are obligated to report them to the Honor Council, which is responsible for enforcement.

Infractions against the Honor Code are dealt with through the following of specific procedures. The Council (made up of three faculty members and 11 student members) strives to deliberate in a completely unbiased and just manner over the proceedings, assuming innocence unless evidence proves otherwise. Upon a vote of at least 75 percent of members present, the

Council determines whether the accused is guilty, and if so, recommends an appropriate sanction to the Provost and Dean of the College. The accused has five days to appeal the decision to the president of the College. All details of the proceedings are kept in the strictest confidence by the Honor Council. A student cannot withdraw from a course while an honor code allegation is under investigation. A student who is found guilty of an honor code violation may not withdraw from the course in which the violation occurred.

For a full description of the Honor Code, consult the Millsaps College website millsaps.edu/resources/honor-council.php.

Honoraries

Beta Gamma Sigma was chartered in 1990. Membership in Beta Gamma Sigma is the highest national recognition a student can receive in an undergraduate or master's program in business or management.

Beta Alpha Psi is a national scholastic and professional accounting fraternity. The primary objective of the fraternity is to encourage and give recognition to scholastic and professional excellence in the field of accounting. Students must have a minimum of two graduate accounting courses with a 3.50 accounting GPA.

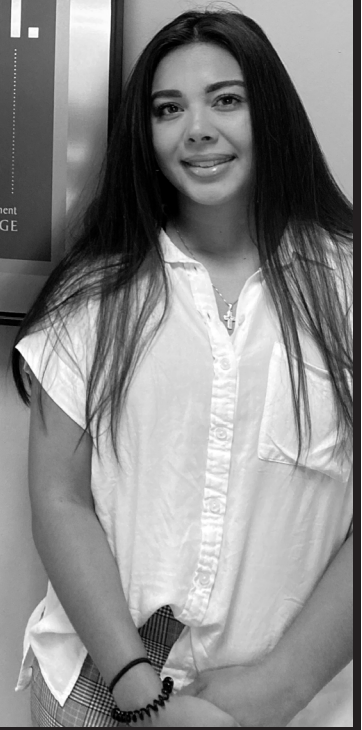
The Financial Management National Honor Society is a national honorary for those students who have successfully completed at least two finance courses and are taking a third. To be eligible for admission to the National Honor Society, a graduate student must have at least a 3.5 grade point average in finance courses and a 3.25 GPA overall.

Student Orientation

A required student orientation is conducted prior to the start of each fall and spring semester for the Else School of Management graduate programs. A cooperative effort among administration, faculty, and students helps prepare the new graduate students for their time and studies at the Else School.

Financial Information

THINK LIKE A LEADER.
NOT AN APPLICANT.



Tuition and Fees

Millsaps College is an independent institution. Each student is charged a tuition that covers slightly more than 50 percent of the cost of a graduate education. The balance is met by income from the endowment and by gifts from the United Methodist Church, alumni, trustees, parents, and other friends.

Tuition for 2023-2024

Graduate courses.....\$730/credit hour

Fees

Comprehensive student fee.....\$20 credit hour

Estimated expenses for full-time graduate students (based on 30 semester hours per year) during 2023-24 school year are:

Tuition and fees.....	\$22,500
Books.....	\$1,000
Living expenses (approximate).....	\$15,000

Funding Opportunities

There are several sources of assistance for graduate students. To be considered for the Millsaps scholarships listed below, a completed application and all supporting documents must be submitted by the priority deadline of April 1 for summer/fall terms and October 1 for the spring term. All awards can be renewed annually and awarded for summer term.

Beta Gamma Sigma Scholarship: This award is given to a candidate who is a member of the Beta Gamma Sigma Business Honor Society.

Coca-Cola Minority Scholarships: Each year, one to three candidates are selected to receive this endowed scholarship. The award is based on merit, academic promise, and an interest in studying abroad.

Dean's Scholarships: This award is made to the majority of entering students who have exhibited outstanding academic and leadership credentials. While the candidate's entire application file is considered, significant weight is placed on the GMAT score, GPA and work experience. All applicants are candidates for this award.

Else School of Management Scholarship: The Charles and Eloise Else endowed scholarships are awarded to promising scholars based on scholastic aptitude.

Harrell Freeman Jeanes Sr. Scholarship: This scholarship is awarded annually to a Millsaps undergraduate student enrolled in the Early Start program and is continuing at Millsaps to earn either a Master of Business or Master of Accountancy degree.

Allison Coggin Lee Scholarship: The Allison Coggin Lee Scholarship is the largest scholarship awarded to an MBA student. The candidate will have high academic achievement, work experience, proven leadership skills and a commitment to ethical standards within the business community. In addition, the candidate is chosen based on exceptional aptitude for graduate business study, involvement in college and community activities, and GMAT scores. This scholarship is awarded in the fall term only. To be eligible to apply, you must be admitted to the Millsaps MBA program. To apply: Submit a 500 word double spaced essay describing your career goals and how a Millsaps MBA will help you reach those goals to mbamacc@millsaps.edu. If selected to proceed to the second round, you will be asked to participate in an interview. The deadline to apply is April 1.

Phi Beta Kappa Scholarship: This award is given to a candidate who is a member of the Phi Beta Kappa Society.

Lois P. Reed Scholarship: This award is distributed based on strong academic achievement and potential. Preference is given to female students who studied at liberal arts outside of Mississippi.

Scott Schild Scholarship: This award is given each year to a student showing financial need. Preference is given to a student wishing to participate in the Summer European Program offered by the Else School of Management. To determine financial need, applicants will need to complete the FAFSA.

Tellus Operating Group LLC Scholarship: This prestigious scholarship is awarded annually with the preference given to a student entering the Master of Business Administration program in the Else School of Management. Recipients must meet the College's minimum criteria for receiving financial aid.

James W. "Pete" Wood Scholarship: This award is given to a candidate based on merit and need. To determine financial need, applicants will need to complete the FAFSA.

Federal Stafford Loans and Millsaps Alternative Loans

Any student who is enrolled for six or more semester hours during a term is eligible to apply for Stafford or Alternative Loans.

Graduate Assistantships

Graduate Assistantships at the Else School of Management are highly competitive paid positions that all students to gain significant work experiences while enrolled in either the Master of Business Administration or Master of Accountancy programs. Depending on the position, graduate assistants will support community partners with their business needs, faculty with their research, staff with complex projects, or students with their academics.

A limited number of graduate assistantships are available each year for full time students. Stipends vary from \$4,000 to \$6,000 each year. For more information, go to <https://www.millsaps.edu/graduate-school/graduate-assistantships/>,

Military Programs and Other Funding

The office of records is the primary contact for military education benefits. Susan Springer serves as the School Certifying Official (SCO) for our military programs and Yellow Ribbon Program and can answer any questions you may have. She can be reached at sprins@millsaps.edu or via phone at 601-974-1125. Her office is located in the Academic Complex office 142.

Military Aid Programs: https://www.millsaps.edu/financial_aid/military-aid-programs/.

Yellow Ribbon Program: <https://www.millsaps.edu/financial-aid/scholarships-grants-loans-students/#millsaps-yellow-ribbon-program>.

Federal Direct Loans

Graduate students enrolled for six or more semester hours during a term are eligible to apply for Federal Direct Loans. These loans require submission of the Free Application for Federal Student Aid (FASA) and have both annual and lifetime aggregate limits. The annual maximum amount of an unsubsidized loan is \$20,500. Graduate or Professional students can borrow a maximum total of \$138,500 (of which no more than \$65,000 can be unsubsidized loans). These graduate loan limits include all loans borrowed as an undergraduate. For additional information about federal loans, to to FAFSA Facts & Fiction at <https://www.millsaps.edu/financial-aid/fafsa-facts-and-fiction/>

Direct PLUS Loan

The U.S. Department of Education makes Direct PLUS loans to eligible graduate or professional students through schools participating in the Direct Loan Program. A Direct PUS loan is commonly referred to as a grad PLUS loan when made to a graduate or professional student. Information on Direct PLUS loans may be found at <https://studentaid.gov/understand-aid/types/loans/plus/grad>

Student Alternative Loans

To fill the gap between financial aid and the cost of attendance, graduate students may pursue Alternative Loan Funding. More information may be found at <https://www.millsaps.edu/financial-aid/scholarships-grants-loans-students/student-alternative-loans>

Millsaps Payment Plans

Millsaps accepts many payment methods and offers several payment options to fit your needs. All students must have their balance paid in full or be enrolled in a payment plan prior to the due date for each term. You can find more information about payment plans at <https://www.millsaps.edu/resources/student-payment-options>.

Employer Assistance

Many companies will reimburse tuition in whole or in part to an employee who successfully completes courses that bear a relationship to his/her job. Some employers will sponsor an employee through a whole degree program. Contact your Human Resources Office to learn your company's policy. Students who receive employer assistance in addition to financial aid or scholarship from the College are required to notify the Financial Aid office.

Refund Policy

Refunds of Credit Balances: If requested, refunds will be issued 10 business days after the first day of class each term or after all financial awards and loan proceeds are received and posted to the student account.

Refunds Resulting from Withdrawal from School: Room rent cannot be refunded after the semester has begun. Unused amounts paid in advance for board are refundable. A student who withdraws with good reason from a course or courses will have seven days including the date of the first meeting of classes to receive a refund of 80 percent of tuition and fees; within two weeks, 60 percent; within three weeks, 40 percent; and within four weeks, 20 percent. If a student remains in the College as long as four weeks, no refund will be made except for board. Students receiving federal financial aid will be subject to the federal guidelines with respect to withdrawal. Please refer to the Executive MBA section of this catalog for refund information pertaining to that program.

Return of Title IV (Federal) Funds When a Student Withdraws: Under the Higher Education Amendments of 1998, the amount of aid a student has earned for the enrollment period is based on the length of time the student remains enrolled for that period. Therefore, the percentage of the enrollment period completed is also the percentage of aid the student has earned. If a student withdraws on or before the 60 percent point of the enrollment period, the percentage of aid earned is equal to the percentage of time completed. A student who remains enrolled beyond the 60 percent point of the enrollment period has earned 100 percent of the aid for that period. (There would be no unearned aid.)

Repayment of the unearned amount is calculated as follows: The school will return the lesser of the amount of unearned Title IV aid or unearned institutional charges. The student will return the unearned amount of the Title IV grants, the student's and parent's unearned portion of federal loan proceeds will not be returned, but is to be repaid to the loan holders according to the terms of the borrower's promissory note.

Return of funds due by the school and the student and/or parent are charged back to the student's account and returned to the applicable student aid programs.

The Unearned Amount of Title IV aid must be returned to the applicable Title IV aid programs in the following order:

- Federal Unsubsidized Direct Stafford Loans (other than PLUS loans)
- Federal Subsidized Direct Stafford Loans
- Federal Perkins Loans
- Federal PLUS Loans (Graduate Student)
- Federal PLUS Loans (Parent)
- Direct PLUS Loans
- Federal Pell Grants for which a return of funds is required
- ACG Grants for which a return of funds is required
- National SMART Grants for which a return of funds is required
- SEOG Grants for which a return of funds is required
- TEACH Grant for which a return of funds is required

Iraq and Afghanistan Service Grant for which a return is required
Other Title IV aid

Non-federal aid funds will be returned based on Institutional Refund Policy and returned in the following fund order: State, Institutional, then External funds.

Examples of the application of the refund policy are available in the Business Office. The information contained in this section is subject to change, without notice, in order to comply with federal, state, or College requirements. A student may obtain a refund of any overpayment on his or her account by making a request in the Business Office.

The date of withdrawal from which all claims to reductions and refunds will be referred is the date on which the Office of Records is officially notified by the student of the intention to withdraw. (See regulations relative to withdrawals.)

The College reserves the right to cancel the registration of any student at any time. In such a case, the pro rata portion of tuition will be returned. Students withdrawing or removed under disciplinary action forfeit the right to a refund.

Housing

Most graduate students in the Else School of Management live off campus and commute to classes, the library, and study groups on campus. However, a few options exist for those students who wish to live on-campus during their time of study.

While no graduate dorms exist on the Millsaps campus, graduate students are welcome to apply for space in any of the current undergraduate dorms. Prices and availability of these facilities vary from semester to semester, but space must be reserved by paying a dorm reservation fee by April 1 for the fall semester.

To inquire about prices, availability, and for other questions about graduate housing, contact the Graduate Business Admissions office at 601-974-1253.

Meal Plan—Graduate students living in College or fraternity housing may participate in the College meal plan that includes food served in the cafeteria and other College dining areas. Non-resident students are not required to participate in a meal plan. However, they may use the cafeteria by paying the set fee per meal or by purchasing a meal plan.

Revision of Charges—Millsaps College reserves the privilege of changing any or all charges at any time without prior notice.

Graduate Courses



MBA Course Descriptions

Graduate course work is offered by the Else School of Management in the following areas: Accounting, Business, Data Analytics, Economics, Finance, Management, Marketing, and Policy. Courses listed at the 500-level are courses that generally serve as prerequisites for the 600-level core and elective courses. The conditions under which 500-level and 600-level course work may be taken are outlined under Course Work Requirements beginning on page 5. All graduate courses offered by the Else School of Management are acceptable either as requirements or electives for the MBA degree. Students must complete at least 30 hours of 600-level credit to graduate.

ACCT 580 Survey of Accounting. A survey of financial accounting. Alternative to Accounting 2000. Prerequisite: College Algebra. Course Value: 3 semester hours.

ACCT 678 Seminar in Valuation. Explores the theory and principles of valuation science with application to the valuation of closely-held businesses and early stage capital formation in the private equity markets. Meets the Financial Performance core requirement. Prerequisites: 600-level finance course or permission of the instructor. Course Value: 3 semester hours.

ACCT 679 Financial Statement Analysis. Examines the components of financial statements from a user's perspective. Emphasis is placed on assessment of the impact of accounting choices on investment and lending decisions. Also, explores adjustments to financial statements made by financial analysts. Meets the Financial Performance core requirement. Prerequisites: Intermediate Financial Accounting is recommended; permission of instructor required. Course Value: 3 semester hours.

ACCT 695 Tax and Management Decisions. Examination of the tax implications of business and management decisions. Familiarizes students with basic tax concepts and tax planning strategies. Designed for the general MBA student with no previous classwork in taxation. Prerequisite: Accounting 580. Course Value: 3 semester hours.

ACCT 696 Federal Estate and Gift Taxation. This course introduces students to concepts and procedures for estate and gift tax planning. This prepares students to examine the relevant facts of an individual in order to create a plan that is best suited for their needs. This course is typically taught in the summer. Prerequisite: Federal Taxation of Individual Income. Course value: 3 credit hours.

Business

BUSI 605 Strategic Management Concepts and Applications. This is the MBA capstone course that meets the Competitive Strategy core requirement. This course requires the student to consider problems and issues faced by business organizations from a strategic and comprehensive viewpoint. Students work with local business organizations to develop strategic plans that address actual problems or concerns. Students are asked to integrate concepts from all areas of business, including management, marketing, finance, accounting, information systems, and operations in order to evaluate issues and recommend approaches to real

business situations. Prerequisite: All core courses must be taken prior to or concurrently with BUSI 605. The student is expected to be able to work cohesively in a team to deliver a business project, create and deliver an effective presentation, meet deadlines, apply previous coursework in the context of decision-making for an organization, and resolve conflict within the group. Taken in last semester. This course is typically offered only in the spring semester. Course Value: 3 semester hours. Prerequisite: All prerequisite courses.

BUSI 624 Employment Law. This course examines the various employment discrimination laws with which businesses must comply and the legal rights and responsibilities of employees and employers. Emphasis is on laws concerning equal employment opportunity with respect to discrimination and harassment because of sex, race, national origin, religion, sexual orientation, age, disability, pregnancy, and other characteristics protected by laws; employment-at-will, drug testing, social media and electronic communications, worker misclassification, and affirmative action. Prerequisite: Management 533. Course value:3 semester hours

Busi 626 Managing Chaos. This course will provide students with an understanding of how the law impacts daily management decisions and business strategies and give you an awareness of the legal issues raised while in the business setting. Students will strengthen their understanding of substantive legal concepts while using that knowledge to solve real world issues.

BUSI 69I Business Communication. The purpose of this course is to prepare students to communicate effectively both within their organizations and with external entities. Topics covered include the importance of communication to leadership, barriers to communication, and the different elements of communication. Students will also identify and reflect on individual communications styles. Prerequisite: None. Course value: 3 hours.

Data Analytics

QMG T 675 Computational Statistics Using R. This course provides an introduction of multivariate statistics and will prepare the data analyst to appropriately select and apply multiple regression, logistic regression, exploratory factor analysis, structural equation modeling, path analysis, or confirmatory factor analysis for a given situation. The course emphasizes the practical application of knowledge and skills that will enable a data analyst to conduct rigorous and statistically sound multivariate analyses. This course is taught in an 8-week online format. Prerequisite: Statistics with Regression. Course Value: 3 credit hours.

QMG T 676 Data Visualization Using Tableau. This course uses Tableau software to help the data analyst design compelling visuals that convert raw data into data visualizations that go beyond the use of spreadsheets and tables. This course is taught in an 8-week online format. Prerequisite: Statistics with Regression. Course Value: 3 credit hours.

QMG T 677 Collecting and Analyzing Data Using R. This course provides a foundation in importing and analyzing data using R. The course emphasizes the practical application of knowledge and skills that will enable a data analyst to collect data from multiple sources, import and clean data, and efficiently analyze the data. This course is taught in an 8-week online format. Prerequisite: Statistics with Regression. Course Value: 3 credit hours.

QMG 679 Analytics. This course focuses on analytical and statistical tools for decision-making in the context of business analytics (e.g. data mining, eCommerce, decision support, enterprise resource planning). In this course, the focus is on data collection, descriptive statistics, analysis of variance (ANOVA), and the communication of quantitative thinking. This course is taught in an 8-week online format. Prerequisite: Statistics with Regression. Course Value: 3 credit hours.

Economics

ECON 500 Survey of Economics. A survey of micro and macro concepts of economic behavior. Alternative to ECON 1000. Prerequisite: College Algebra. Course Value: 3 semester hour

ECON 685 International Economics. An introduction to the international economic issues facing today's business. Topics covered include trade issues such as free trade versus protectionism and monetary issues such as exchange rate determination. Meets the Navigating a Complex World core requirement. Prerequisites: ECON 500. Course Value: 3 semester hours.

ECON 679 Decision Making Under Uncertainty. This course provides an understanding of the basic concepts of decision analysis. These include the use of decision trees, the application of probability concepts in decisions and the use of regression analysis in decision making. Meets the Data Analysis for Decision Making core requirement. Prerequisite: Statistics with Regression and Economics 500. Course Value: 3 semester hours.

Entrepreneurship

ENTR 699 ELSEWORKS Entrepreneurship Practicum. This elective course offers students the opportunity to participate in the entrepreneurial business process. The Practicum is faculty-supervised and client-driven with student teams working on ELSEWorks' projects, jointly defined by client organizations and faculty that engage in entrepreneurial endeavors. Enrollment is permission of instructor only. Prerequisite: All survey courses

Finance

FINC 562 Survey of Finance. A survey of the finance function including investment, financing, and dividend decisions. Alternative to Finance 3000. Prerequisite: ACCT 580. Course Value: 3 semester hours.

FINC 662 Financial Management. A case approach to the study of financial management decisions and the factors influencing those decisions. Includes cases illustrating working capital policy, financing decisions, and international finance. Meets the Financial Performance core requirement. Prerequisite: FINC 562. Course Value: 3 semester hours.

FINC 664 Financial Institutions. Prerequisites: Finance 562. An overview of capital market securities, bonds, derivatives, regulatory agencies, and monetary and fiscal policies currently impacting financial institutions. Prerequisite: FINC 562. Course Value: 3 semester hours.

FINC 666 Security Analysis and Portfolio Management. A course that examines domestic and international securities markets. Topics include characteristics of financial assets, valuation of securities, derivative securities, capital market theory, and portfolio management. Meets the Financial Performance core requirement. Prerequisites: FINC 562 and ECON 500. Course Value: 3 semester hours.

FINC 667 Student Managed Fund I & FINC 668 Student Managed Fund II. These courses focus on the leadership and practice of portfolio management, specifically the management of the General Louis Wilson Fund. Provides an opportunity to invest College endowment funds by utilizing economic, industry, and company analysis in security valuation models. Combines study of security analysis and portfolio management with practical demands of hands-on money management. Extends the study of portfolio theory, management, and performance management. Finance 667 should be taken in the first semester of the academic year; 668 in the second semester. Prerequisite: FINC 3900 or FINC 666 and consent of instructor. May be taken concurrently with FINC 666. Course Value: 3 semester hours.

Management

MGMT 533 Survey of Management. A survey of the theories of organizational structure, behavior, and communication. Alternative to MGMT 2000. Course Value: 3 semester hours

MGMT 634 Managing Cultural Differences. Prerequisite: MGMT 533. Course Value: 3 semester hours

MGMT 635 Human Resource Management. Prerequisite: Management 533. A study of the theoretical and practical aspects of human resource management. Topics covered include the legal environment of human resource management, employee recruitment and training, motivation, compensation, benefits, and labor unions. Prerequisites: MGMT 533. Course Value: 3 semester hours.

MGMT 638 Seminar in Leadership. Explores issues in leadership using a variety of readings and methods. The purpose of this course is to afford students the opportunity to enhance their personal understanding of leadership theories, concepts, contexts, and competencies, as well as move toward an understanding in practice, through engagement and reflection, using readings from the field of leadership studies. The student should gain further understanding of the moral responsibilities of leadership and become better prepared to exercise leadership in service to society. Meets the Principled Leadership core requirement. Prerequisite: MGMT 533. Course Value: 3 semester hours.

MGMT 639 Judgment and Decision Making. The objectives of the course are to introduce the student to behavioral decision research, make the area of judgment a central component of the managerial experience of students, and improve the student's judgment and decision-making abilities. Prerequisite: MGMT 533 or permission of instructor. Course Value: 3 semester hours.

Marketing

MRKT 521 Survey of Marketing. A study of the management of the exchange process through a survey of the functions, processes, and institutions directing the flow of goods and services from producer to consumer or user. Alternative to MRKT 3000. Course Value: 3 semester hours.

MRKT 624 Advanced Brand Management. This course is designed to provide students with the expertise needed for managing brands. Specifically, the course focuses on examining the ways brands acquire and maintain economic and non-economic value. As such, this is a hands-on course that emphasizes the application of the concepts of brand management in the real world.

MRKT 626 Marketing Research. A survey and application of modern research methods and techniques for gathering, recording, and analyzing information for marketing decisions. Meets the Navigating a Complex World core requirement. Prerequisite: MRKT 521 and Statistics. Course Value: 3 semester hours.

Policy

POLI 651 Internship. Internships are a cooperative effort involving the student, one or more Else School professors, and the student's field supervisor. Practical experience and training with selected businesses. Together this group must agree upon terms of the internship as specified in the official internship registration documents provided by the registrar's office. Activities of the intern must include legitimate academic inquiry and be amendable to evaluation on that basis. Else School internships require the student to work in a meaningful capacity for at least 10-12 hours per week for the 14-week semester to receive 3 graduate hours of credit. Prerequisites: Approval of faculty sponsor and completion of foundation courses. Course Value: 3 semester hours.

POLI 657 Directed Study. Independent study on subject matter not covered by formal courses, or research in a field in which the student cannot take the formal course. Prerequisites: Consent of the instructor and completion of the foundation courses. Course Value: 3 semester hours.

Special Topics

Special Topics courses in the MBA and MAcc programs offer the opportunity for advanced readings and research on topics not regularly offered in the curriculum. These courses offer opportunities to expand understanding of topics of interest to the individual student.

ACCT 699. An accounting elective in the MBA program that explores current topics in accounting. Topics will be considered on a rotational basis. Prerequisite: ACCT 580 and as specified by professor.

ECON 699. An economics elective in the MBA program that explores current topics in economics. Topics will be considered on a rotational basis. Prerequisite: ECON 500 and as specified by professor.

FINC 699. A finance elective in the MBA program that explores current topics in finance. Topics will be considered on a rotational basis. Prerequisite: FINC 562 and as specified by professor.

MGIS 699. A management information system elective in the MBA program that explores current topics in MIS. Prerequisites: As specified by professor.

MGMT 699. A management elective in the MBA program that explores current topics in management. Topics will be considered on a rotational basis. Prerequisite: MGMT 533 and as specified by professor.

MRKT 699. A marketing elective in the MBA program that explores current topics in marketing. Topics will be considered on a rotational basis. Prerequisite: MRKT 521 and as specified by professor.

POLI 699. An elective in legal studies or policy that explores current topics. Topics will be considered on a rotational basis. Prerequisite: varies.

QMGT 699. An elective in the MBA program that explores current topics in the area of quantitative management. Prerequisites: As specified by professor.

International Classes

The Else School's International Programs offer students opportunities to look at the business world from a global perspective. International courses combine instruction in international business topics with field trips, group discussion, advanced readings, case studies, and group and individual presentations. In most cases, successful completion of an international course fulfills the core requirement Navigating a Complex World.

EACC 600. A graduate elective course in accounting taught abroad as part of the International Studies program. This course synthesizes the instruction of international accounting topics with practical field trips and case studies. Prerequisite: As specified by professor.

EECN 600. A graduate elective course in economics taught abroad as part of the International Studies program. This course synthesizes the instruction of international economics topics with practical field trips and case studies. Prerequisite: As specified by professor.

EFIN 600. A graduate elective course in finance taught abroad as part of the International Studies program. This course synthesizes the instruction of international finance topics with practical field trips and case studies. Prerequisite: As specified by professor.

EMGT 600. A graduate elective course in management taught abroad as part of the International Studies program. This course synthesizes the instruction of international management topics with practical field trips and case studies. Prerequisite: As specified by professor.

EMAR 600. A graduate elective course in marketing taught abroad as part of the International Studies program. This course synthesizes the instruction of international marketing

topics with practical field trips and case studies. Prerequisite: As specified by professor.

EMIS 600. A graduate elective course in management information systems taught abroad as part of the International Studies program. This course synthesizes the instruction of international management information systems topics with practical field trips and case studies. Prerequisite: As specified by professor.

EPOL 600. A graduate elective course in business taught abroad as part of the International Studies program. This course synthesizes the instruction of international business topics with practical field trips and case studies. Prerequisite: As specified by professor.

MAcc Course Descriptions

Prerequisite Courses

ACCT 581 Intermediate Financial Accounting I. A focus on the conceptual framework of financial reporting that emphasizes the accounting model, the rationale underlying generally accepted accounting principles, and the external disclosure consequences of corporate decisions. This course is offered during the fall semester. Prerequisite: ACCT 580 or equivalent. Course value: 3 semester hours.

ACCT 582 Intermediate Financial Accounting II. A continuation of Intermediate Financial Accounting with a focus on issues relating to the financial reporting by public corporations, stockholders' equity, long-term liabilities, cash flow, and income reporting. This course is offered during the spring semester. Prerequisite: Intermediate Financial ACCT I. Course value: 3 semester hours.

ACCT 583 Auditing I. This course includes the environment of the auditing sector in business and the role of auditing in society. Topics include the legal and ethical responsibilities of accountants; professional auditing standards; the acquisitions, evaluation, and documentation of audit evidence; and reports on the results of the auditing engagement. This course is offered during the fall semester. Prerequisite: Intermediate Financial Accounting II. Course value: 3 semester hours.

ACCT 584 Federal Taxation of Income. This course prepares students to examine the sources of tax law relating to individual taxpayers and to gain orientation and practical experience in preparing tax forms and meeting filing requirements. This course is offered during the spring semester. Prerequisite: ACCT 580 or equivalent. Course value: 3 semester hours.

Required Courses

ACCT 620 Advanced Financial Accounting. Financial accounting and reporting for selected non-corporate entities, such as partnership and governmental units, and for multi-corporate or consolidated business enterprises. Selected accounting topics concerning multi-national enterprises will be introduced. Course value: 3 semester hours.

ACCT 642 Advanced Taxation. A study of the taxation of corporations, partnerships, estates, and trusts. Addresses formation, distribution, combination, and liquidation issues. Prerequisite: ACCT 584 or equivalent. Course value: 3 semester hours.

ACCT 660 Public Accountancy Problems I. This course is one of two courses involving intensive and comprehensive study of accounting principles, concepts, and practices and their application to topics normally dealt with by practicing public accountants. The course content is a full array of advanced taxation, regulatory, and business environment topics. Course Value: 3 semester hours. Lab fee applies.

ACCT 661 Public Accountancy Problems II. This course is one of two courses involving intensive and comprehensive study of accounting principles, concepts, and practices and their application to topics normally dealt with by practicing public accountants. The course content is a full array of advanced auditing, financial accounting and financial reporting topics. Course Value: 3 semester hours. Lab Fee applies if not assessed in ACCT 660.

ACCT 673 Advanced Auditing. An advanced study of the philosophy, history, and development of the auditor's asset function with an emphasis on current literature. Students gain practical experience through the use of practice cases. Prerequisites: ACCT 583 or equivalent. Course value: 3 semester hours.

ACCT 675 Accounting Theory. This course is an in-depth study of financial accounting theory reporting topics. It is designed to familiarize students with important issues facing the accounting profession, to examine in depth various solutions, and to strengthen student understanding of today's critical issues in accounting theory. Prerequisite: ACCT 585 or equivalent. Course value 3 semester hours.

Electives

ACCT 651 Accounting Residency I. Selected students will work full-time in accounting-based positions that will foster professional growth and maturity. Prerequisite: Permission of department chair instructor. Course value: 3 semester hours.

ACCT 652 Accounting Residency II. Selected students will work full-time in accounting-based positions that will foster professional growth and maturity. Prerequisite: Permission of department chair. Course value: 6 semester hours.

ACCT 676 Governmental/ Non-Profit Accounting. Principles and applications appropriate to governmental and other non-profit institutions. Emphasis is on budgetary and fund accounting. Required if not taken as an undergraduate. Prerequisite: ACCT 580 or equivalent. Course value: 3 semester hours.

ACCT 678 Seminar in Valuation and Entrepreneurial Finance. Explores the theory and principles of valuation science with application to the valuation of closely-held businesses and early stage capital formation in the private equity markets. Prerequisite: 600-level finance course or permission of instructor. Course value: 3 semester hours.

ACCT 681 Advanced Managerial Accounting. A study of responsibility accounting and the internal accounting report structure with some emphasis on the use of cost analysis and budgeting as a means for managerial control. Required if not taken as an undergraduate. Prerequisite: ACCT 580 or equivalent. Course value: 3 semester hours.

EXECUTIVE MASTER OF BUSINESS ADMINISTRATION



The Executive Master of Business Administration (EMBA) Degree

These are the Millsaps College Else School of Management policies that pertain specifically to the Executive Master of Business Administration (EMBA) Program. The goal of the EMBA program is to offer the mid-career business executive a graduate degree option that fits into his or her life, through a 16-month program of alternating weekends, where each student enrolled in the program is a peer in the business world. Class discussions, faculty interaction, guest experts, and study groups bring together real-world experience that can give an executive immediate value in an ongoing career – an instant return on investment. The students' career doesn't get off track for our EMBA – it becomes immediately more productive.

Areas of study include the details of managing a business organization such as financial analysis, decision-making, marketing management, personnel management, micro- and macro-economics, entrepreneurship, communication, negotiation, information technology, and strategic management. Issues in international business will be studied intensively through a required mini-session at Millsaps' campus in Merida, Mexico.

EMBA Program Objectives

The educational goal of the MBA program is to provide the student with the base of knowledge, executive skills, and abilities needed to assume leadership positions in organizations that compete in a dynamic, global environment. The EMBA program strives to prepare students to recognize organizational problems and opportunities, communicate effectively, to determine a socially responsible course of action, and to implement a strategy that seizes both internal and external opportunities.

Graduation Requirements

Graduation requirements for the EMBA degree are listed below:

- (1) Successful completion of the 48 hours of coursework listed in Course Descriptions, including the international mini-session at the Millsaps campus in Merida, Mexico.
- (2) A cumulative grade point average of B- or better.

Course Work Requirements

The EMBA degree requires 48 hours of graduate study. The curriculum is a lock step plan of study, with each cohort taking classes and graduating together. Graduate credit is not awarded for portfolio-based experiential learning that occurs prior to matriculation in the graduate program. The program takes 16 months to complete.

NOTE: EMBA students are expected to attend every class meeting. Those students who need to request an accommodation for a nonroutine absence (hospitalization, maternity leave, etc.) must write an appeal to the MBA Council. If approved, the student could complete the class

in the following ways: 1) completing a similar class offered in the traditional MBA program, 2) completing an approved class at another institution for transfer credit or 3) completing a directed study with the Else School faculty member.

Executive Master of Business Administration Degree Checklist (EMBA)

Students must take the following courses which equal 48 credit hours for the EMBA Program. The order of the courses vary from year-to-year however there are always 4 terms and the classes are divided up by Spring 1, Summer, Fall, and Spring 2. The courses are as follows:

_____ MGMT 700	Leadership
_____ ACCT 701	Financial Statement Analysis
_____ FINC 706	Financial Management I
_____ ECON 702	Decision Making
_____ MGMT 704	Managing People
_____ MGMT 799	Special Topics – Developing People
_____ ECON 708	Macroeconomics for Managers
_____ BUSI 712	Executive Communications
_____ ACCT 707	Managerial Accounting
_____ ECON 703	Microeconomics for Managers
_____ QMGT 720	Analytics
_____ MRKT 705	Marketing Management
_____ MGMT 799	Special Topics – Managing Cultural Differences
_____ BUSI 719	International Trip to Merida, Mexico
_____ BUSI 716	Legal Environment of Business
_____ FINC 709	Financial Management II
_____ BUSI 713	Negotiation
_____ MGMT 717	Strategic Management

Admissions for the EMBA Program

The EMBA Admissions Committee evaluates each candidate for the Executive MBA based on the following admission requirements:

Professional Experience and Proven Leadership Applicants must have seven years of managerial work experience following an undergraduate degree.

Degree Requirement and Transcripts A bachelor's degree is a requirement, but it does not have to be in a business discipline. No EMBA coursework will be waived for previous academic work.

GMAT The Graduate Management Admissions Test (GMAT) is not required for admission; however, if the applicant has taken the GMAT, it is advisable to submit the score with the application.

Resume A current resume outlining an applicant's work and academic experience is required. Please detail managerial experience and responsibilities.

Recommendations Two letters of recommendation are required. One should be from a higher- level manager or executive within the applicant's current organization.

Personal Interview A personal interview is required for admission to the EMBA program.

Admission Process

1. Complete and submit the online.
2. Attach a two-page, double-spaced essay on the topic, "What factors in your career have led you to consider an Executive MBA, and what do you hope to gain from a Millsaps Executive MBA?"
3. Attach a current resume.
4. Provide names and contact information for two recommenders. One recommendation should be from a higher-level manager or executive within your current organization.
5. Request official transcripts from all previous degree granting institutions, it is preferred to have your transcripts emailed to mbamacc@millsaps.edu or mailed to:

Millsaps College
Graduate Admissions
1701 North State Street
Jackson, MS 39210-0001

EMBA Jump Start Program

The Jump Start Program is designed to give you early access to the required leveling courses. The five online leveling courses* will provide you with the foundational knowledge required for the Executive MBA program. If you are admitted and pay the \$1,000 deposit by July1, you will be eligible to enroll in the leveling courses to ease your way back into academic life.

Leveling Courses

Excel for MBA Students

This course will prepare students for the following courses. Students must pass the end exam prior to the start of the Executive MBA program, January 2023.

- ACCT 701: Financial Statement Analysis
- FINC 706: Financial Management I
- ECON 702: Decision Making under Uncertainty
- QMGMT 720: Analytics

Principles of Management

This course will prepare students for the following courses. Students must pass the end exam prior to the start of the Executive MBA program, January 2023. An incomplete will be issued in MGMT 700 if the leveling course has not been completed at the required time.

- MGMT 700: Leadership
- MGMT 704: Managing People
- MGMT 717: Strategic Management

Business Math and Statistics

This course will prepare students for the following courses. Students must pass the end exam prior to enrolling in ECON 702: Decision Making Under Uncertainty. An incomplete will be issued in ECON 702 if the leveling course has not been completed at the required time.

- ECON 702: Decision Making Under Uncertainty
- Q MGMT 720: Analytics

Financial Accounting

This course will prepare students for the following courses. Students must pass the end exam prior to ACCT 701: Financial Statement Analysis. An incomplete will be issued in ACCT 701 if the leveling course has not been completed at the required time.

- ACCT 701: Financial Statement Analysis
- FINC 706: Financial Management I
- FINC 709: Financial Management II

Principles of Marketing

This course will prepare students for the following course. Students must pass the end exam prior to enrolling in MRKT 705. An incomplete will be issued in MRKT 705 if the leveling course has not been completed at the required time.

- MRKT 705: Marketing Management

* Students must complete each leveling course prior to the start of the EMBA course listed. Students must earn a score of 70 percent or better on the end of the course exam to be considered complete. Students may take the exam up to three times

Student in Good Standing

After admission to the EMBA program, a student is expected to maintain good standing status. Any student who receives Cs in 9 hours or more is not considered in good standing and must petition to continue in the program.

If a student receives a grade of D or F in a graduate course, the student will automatically be dismissed from the program. To be considered for readmission, the student must petition the Graduate Admissions office in writing, stating the factors responsible for the poor academic record and the reasons why he/she should be readmitted to the program. If readmission is granted, the student must complete any requirements set forth by the EMBA Director.

Honor Code

Millsaps College is an academic community where men and women pursue scholarly inquiry

and intellectual growth. The foundation of this community is a spirit of personal honesty and mutual trust. Through the Honor Code, members of the Millsaps community, faculty and students, affirm their adherence to these basic ethical principles. Members of the EMBA program and members of the EMBA class are expected to adhere to the Honor Code, a full description of which can be found on the Millsaps website.

Tuition and Fees

Total Cost of Program: \$48,000

Payment must be made by the due dates for each term:

2023- 2024 Payment Schedule*

Students may pay for the entire program by December 1, 2023, or they may pay by the due date for each term.

Term	Credit Hours	Tuition	Due Date
Spring 2023 (Term 1)	12	\$12,000	December 15, 2023
Summer 2023 (Term 2)	9	\$9,000	April 15, 2024
Fall 2023 (Term 3)	13.5	\$13,500	July 15, 2024
Spring 2024 (Term 4)	13.5	\$13,500	December 15, 2024

*Students may pay the full amount by the due date. If you plan to use the Millsaps Payment Plan, then you must be enrolled and paid your first installment by the due date. If you plan on using federal loans as payment, you must apply prior to the due date. Go to FAFSA® Application | Federal Student Aid for more information (<https://studentaid.gov/h/apply-for-aid/fafsa>)

Millsaps Payment Plan

For more information go to Student Payment Options (www.millsaps.edu/resources/student-payment-options). Note that payment plans are only available for fall and spring terms. Payment plans for the summer term are NOT available. Below is a breakdown of the due dates and payments for spring and fall terms. There is a \$40 application fee for each term to enroll in the payment plan.

Spring 2024 Term:

Due Date	Amount
December 15, 2023	\$3,000
January 15, 2024	\$3,000
February 15, 2024	\$3,000
March 15, 2024	\$3,000

Fall 2024 Term:

Due Date	Amount
July 15, 2024	\$3,375
August 15, 2024	\$3,375
September 15, 2024	\$3,375
October 15, 2024	\$3,375

Spring 2025 Term:

Due Date	Amount
December 15, 2024	\$3,375
January 15, 2025	\$3,375
February 15, 2025	\$3,375
March 15, 2025	\$3,375

· Payments may be made by cash, personal or business check, or credit card. We accept American Express, Discover, MasterCard, and Visa.

· To make an online credit card payment, visit http://secure.millsaps.edu/busoff/payment_form.htm.

Funding Opportunities

Millsaps scholarships are available. Contact the Dir of Graduate Admissions for more information.

Financial Aid is available in the form of loans through the Millsaps College Office of Financial Aid.

Millsaps EMBA Refund Policy

Pay in full refund policy: Once the EMBA program has begun, each student is responsible for the full payment of the program. If a student decides to withdraw from the EMBA program prior to term three or four.

If a student has paid in full and must withdraw from the program once term three has begun, then the refund will be the payment for term four.

If a student has paid in full and must withdraw from the program in term four, there is no refund.

Payment plan refund policy: Once the EMBA program has begun, the student is responsible for full payment of terms one and two.

If a student begins term three or four and cannot complete the term, then there is no refund for any terms started or completed.

Note that students receiving federal financial aid will be subject to the federal guidelines with respect to withdraw. Please refer to “Return of Title IV (Federal) Funds When a Student Withdraws” at http://www.millsaps.edu/administrative_offices/business_office_student_account_information.php for a description of these guidelines. The student will be responsible for any balance due after all Title IV funds have been returned pursuant to the EMBA refund policy.

Course Descriptions

ACCT 701: Financial Statement Analysis. This course examines the components of financial statements from a user's perspective. Emphasis is placed on assessment of the impact of accounting choices on investment and lending decisions, and explores adjustments to financial statements made by financial analysts.

BUSI 712: Executive Communications. This course is designed to enhance the skills that executives need to successfully communicate their message to various stakeholders. The course will focus on constructing effective written messages and delivering compelling presentations.

BUSI 713: Negotiations. This course is designed to teach students to become better negotiators and to represent clients effectively in both transactional and dispute resolution settings. Discussions of negotiation theory will inform negotiation practice exercises, and students will be encouraged to develop their own negotiating instincts and organizing principles. Class exercises will cover identifying and engaging the core conflict, creating and claiming value, multi-party dynamics, client counseling, difficult tactics, and listening skills.

BUSI 716: Legal Environment of Business. This course provides an introduction to legal systems and the business-related provisions of the U.S. Constitution; to the common law of torts and business organizations; to administrative law and procedures; to regulatory programs involving labor, antitrust, and securities; and to the impact of foreign and domestic laws on international business.

BUSI 719: centerpiece International Business. This course is taught in Merida, Mexico. The course offers site visits to business, cultural, and government organizations in the Yucatan Province. A real-world case analysis of a business issue faced by a business entity in the Yucatan is the center-piece of this course.

ECON 702: Decision Making in Uncertainty. This course will provide frameworks for making decisions in light of uncertainty. Concepts covered may include the application of probability in decisions, expected monetary value, decision trees, the use of bivariate and multivariate regression analysis, simulation, and methods to proactively manage risk.

ECON 703: Microeconomics for Managers. This course includes the study of imperfectly competitive markets. Emphasis is on the study of concentrated markets, their structure, conduct, performance, and public policy toward them and introduces some of the strategic implications of interdependencies among rivals.

ECON 708: Macroeconomics for Managers. This course studies the measurement and determination of the level of national income and output, aggregate demand and supply, inflation, unemployment, the theory of money and interest rates, the causes of economic cycles, and national economic policy analysis.

FINC 706: Financial Management I. This is an introductory course in the field of finance. The course will develop an understanding of the application of time value of money concepts to valuation techniques for fixed-income securities, stocks, and capital investment projects. The course will introduce topics that focus on capital markets including the capital asset pricing model. The course will also cover topics that include capital structure policy and its impact on risk and the firm's cost of capital.

FINC 709: Financial Management II. Building on the material covered in Financial Management I, this course continues the discussion of financial policies and their impact on the value of the firm. The course material includes techniques for valuing the cash flows of the firm, including discounted cash flow techniques and capital market multiples. Advanced topics such as mergers and acquisitions are introduced.

MGMT 700: Leadership. The purpose of this course is to afford executives the opportunity to enhance their personal understanding of leadership theories, concepts, contexts, and competencies, as well as move toward an understanding in practice, through reflection using literature texts and readings from the field of leadership studies. The executive should gain further understanding of the moral responsibilities of leadership and become better prepared to exercise leadership in service to society.

MGMT 704: Managing People. This course focuses on issues related to building, leading, and motivating the workforce. This includes the study of the social responsibilities involved in managing people and the organization. Topics include employee selection, performance management, group behavior, conflict resolution, and change management.

MGMT 717: Strategic Management. This course requires the executive to consider problems and issues faced by business organizations from a strategic and comprehensive viewpoint. Executives develop strategic plans that address actual problems or concerns, and integrate concepts from all areas of business, including management, marketing, finance, accounting, information systems and operations, in order to evaluate issues and recommend approaches to business situations.

MGMT 799: Developing People. This course will offer insight into the distinct needs at each stage of a work group's development, offer practical tools for aligning team goals, roles, and responsibilities, and introduce strategies that move a group to high levels of performance and goal attainment.

MGMT 799: Managing Cultural Differences

MRKT 705: Marketing Management. This course provides a managerial perspective on the effective use of marketing for strategic advantage. Emphasis is placed on the fundamentals of market analysis, customer relationship management, and marketing strategy. Using case studies and contemporary readings, this course provides opportunities to apply skills and concepts in the area of marketing.

QMGT 720: Analytics. This course focuses on the use of analytical and statistical tools for decision-making, and applies these tools in the area of business intelligence (e.g., data mining, e Commerce, decision support, enterprise resource planning). These tools include data collection, descriptive statistics, ANOVA, and the communication of quantitative thinking.

GRADUATE CERTIFICATE IN DATA ANALYTICS



Graduate Certificate in Data Analytics

Description

The Graduate Certificate in Data Analytics provides foundational knowledge in data analytics, including data management, statistics, visualization, as well as collecting, storing and retrieving data. The four 3-credit courses are intended for students currently enrolled in the graduate programs at Millsaps College, students enrolled in graduate programs elsewhere, and working professionals seeking to advance their knowledge. Course credits earned in the Certificate program are transferable to master's degree programs offered by the Else School of Management. The Certificate is offered in online format only taught asynchronously. Students may be admitted to the Certificate Program or commence work at the beginning of any 8-week term.

Completion Requirements

Completion requirements for the Graduate Certificate in Data Analytics are provided below. Once a student begins a program, all program requirements must be completed within a six-year period unless an extension is granted by the Else School MBA Council. Students generally can complete the program in 12 months.

1. Demonstrated competency in statistical analysis through the completion of an undergraduate course in statistics offered by a regionally accredited institution or through completion of a massive online open course (MOOC) approved by the faculty and a comprehensive exam administered by the Millsaps faculty.
2. Completion of the four courses required for the Certificate.
3. Cumulative grade point average of B- or better in the required courses.

Required Prerequisite

The Graduate Certificate in Data Analytics includes completion or waiver of a foundational course in statistics that prepares the student for advanced study. The foundation course is waived for the Certificate candidate who has completed undergraduate coursework in statistics with a grade of at least B- or graduate work in statistics with a grade of C or better. This coursework must be completed at a regionally accredited institution of higher education. Students who have not completed the prerequisite course may demonstrate sufficient knowledge by earning a score of 80 or better on the final exam within the IVY course in Business Math and Statistics. More information can be obtained from the Director of Graduate Admissions.

Admissions Procedure

Millsaps graduate students admitted to the MBA or Master of Accountancy programs who wish to earn the Certificate will need to inform their academic advisor.

Millsaps undergraduate students who wish to enroll in the two graduate level certificate courses must follow the procedure below.

Non-degree seeking candidates. A student who is not pursuing a degree at Millsaps College, but wishes to enroll in the Certificate program should follow the procedure below.

- 1) Submit a completed application online found at https://admission.millsaps.edu/register/grad_certificate_app
- 2) Submit an official undergraduate transcript from a regionally accredited institution sent directly by the institution to Millsaps College Else School of Management. All applicants must possess a bachelor's degree from a regionally accredited institution prior to the date of anticipated enrollment in the Certificate program.

In addition to a transcript, students wishing to transfer credit back to another institution must also provide Millsaps with a letter from their home institution indicating that they are a student in good standing and that the purpose for attending this course or courses is to transfer credit back to their home college.

Student in Good Standing

After admission to the Certificate program, a student is expected to maintain a good standing status. Any student who receives a grade of C in 9 or more hours of coursework is not considered a student in good standing and must petition the MBA Council to continue in the Certificate program. If a student receives a grade of D or F in a graduate course, the student will automatically be dismissed from the Certificate program. To be considered for re-admission, the student must petition the Graduate Admissions office in writing, stating the factors responsible for the poor academic record. If readmission is granted, the student must complete any requirements set forth by the MBA Council.

Transfer of Graduate Credit

A maximum of 3 semester hours can be transferred from another institution and applied to the Certificate program. Transfer credit will not be accepted for any course unless prior approval is obtained from the MBA Director of the Else School of Management. Transfer courses must correspond to the certificate program curriculum. Courses in which the student received a grade of C or less will not be accepted for transfer.

Tuition and Fees

Tuition and fees for the courses included in the Certificate program are the same as those charged for the MBA and MAcc programs.

Faculty and Administration



Else School of Management Administration and Staff

Harvey Fiser.....Dean
 Blakely Fender.....Associate Dean
 Naomi Freeman.....Director of Administration
 LeAnne Brewer.....Director of Executive Education
 Melissa Butler.....Program Coordinator, Executive Education

Endowed Chairs

The Hyman F. McCarty Jr. Chair of Business Administration
 The J. Armistead Brown Chair of Business Administration
 The Selby and Richard D. McRae Chair of Business Administration
 The Kelly Gene Cook, Sr. Endowed Chair of Business Administration

Faculty

Jesse D. Beeler, 1994.....Professor of Accounting
Hyman F. McCarty, Jr. Chair of Business Administration; Director of International Program; Southwest Missouri State University, B.S., M.B.A.; University of Texas at Arlington, Ph.D.; C.P.A.

Cheri Bergeron, 2018.....Instructor of Accounting
Millsaps College, B.B.A., M.Acc.

Shalini Bhawal, 2022.....Assistant Professor of Management
Jawaharlal Nehru Technological University, B.Sc.; University of North Texas at Denton, M.B.A., Ph.D.

Bill M. Brister, 1989.....Assistant Professor of Finance
University of Southern Mississippi, B.S., M.B.A.; University of Arkansas, Ph.D.

David H. Culpepper, 1984.....Professor of Accounting
Millsaps College, B.S., M.B.A.; Belhaven College, B.S.; University of Alabama, Ph.D.; CPA

Blakely Fox Fender, 2000...Director, M.B.A. and E.M.B.A. Programs, and Professor of Economics
J. Armistead Brown Chair of Business Administration; Millsaps College, B.A.; University of Texas at Austin, M.S., Ph.D.

Harvey L. Fiser, 2003.....Professor of Business Law
Selby and Richard D. McRae Chair of Business Administration; Mississippi State University, B.A.; Mississippi College, J.D.

Gerad Hardy.....Assistant Professor of Management
SUNY Empire State College, BS; Millsaps College MBA

Maximillian Littlejohn, 2021Assistant Professor of Management
University of California, Santa Cruz, B.A; University of California, Irvine M.A., Ph.D.

- Guy McClain, 2013.....Director, Accounting Program and Associate Professor of Accounting
Louisiana Tech University B. S. Accounting; University of Mississippi, M.Acc.; University of Arkansas, Ph.D.
- Craig Orgeron, 2022.....Assistant Professor of Management Information Systems
Mississippi State University, B.B.A., M.P.P.A., Ph.D.
- Penelope J. Preshaw, 1994.....Professor of Marketing
University of Southern Mississippi, B.S., MBA; University of Houston, Ph.D.
- Huan Qiu, 2019.....Assistant Professor of Finance
Guangdong University of Foreign Studies, B.A; Mississippi College, MBA; Louisiana Tech University, D.B.A.
- Monika Rawal, 2019.....Assistant Professor of Marketing
Pune University B.Sc.; Jamia Millia Islamia University, MBA; Southern Illinois University, Ph.D.