The areas of Specialization are: Economics, Finance, Human Resources, International Business, Management Information Systems, Specializations consist of 12 credits in a designated area of study as indicated below. Courses may not double count between two specializations. A specialization consists of 12 unique credits. All courses applied toward a specialization must be taken at Marquette University. The grades for courses applied toward a specialization must be "B" or better. GSM courses not listed here, do not apply toward a specialization, but may be taken as electives toward a general MBA program. Students are not required to specialize.

**Economics**
12 credits beyond ECON 6100 including:

- ECON 6504 - Macroeconomic Theory and Applications
- ECON 6560 - Applied Econometrics
- AND two pre-approved electives

Contact the Director of Applied Economics Program for specific elective course work and requirements.

**Human Resources**
12 credits; Requires HURE 6170, plus three additional electives (9 credits) from the HURE Program.

- HURE 6170 - Ethical Issues, Regulatory Environment & HR Management
- AND
- HURE 5003 - Employment Law
- HURE 5005 - Employee Benefit Systems
- HURE 5020 - Labor Relations and Collective Bargaining
- HURE 5050/HURE 6050 - Human Resource Information Systems
- HURE 6125/MANA 6125 - Negotiations
- HURE 6510 - Strategic Compensation
- HURE 6530 - Staffing Work Organizations
- HURE 6535 - Diversity in Organizations
- HURE 6580 - Training and Development
- HURE 6590 - Strategic Human Resources Management
- HURE 6931 - Topics in Human Resources Management
- HURE 6953 - Seminar in Human Resources
- HURE 6995 - Independent Study in Human Resources (HURE)
- MANA 6110 - Leadership, Motivation and Organizational Change

**Finance**
12 credits beyond FINA 6100; Requires four electives in Finance (primarily FINA 61XX courses).

- ACCO 6180 - Finance Statement Analysis
- ENTP 6180 - Entrepreneurial Finance
- FINA 5081/6081 - Investment Banking
- FINA 5370 - Advanced Investment Mgmt Ethics and Society
- FINA 6111 - Investments
- FINA 6115/REAL 6115 - Real Estate Finance & Investments
- FINA 6130 - Bank Management
- FINA 6140 - International Financial Management
- FINA 6160 - Financial Derivatives
- FINA 6165 - Fixed Income Markets and Securities
- FINA 6170 - Investments Management, Ethics and Society
- FINA 6931 - Topics in Finance
- FINA 6953 - Seminar in Finance
- FINA 6995 - Independent Study in Finance (FINA)
### International Business

12 credits from the following list*

- MANA 6240 - Strategic Management in an Global Economy
- INBU 5951/6951 - International Study in Business

And 6 credits from the following:

- ECON 6544 - International Currency Markets
- ECON 6546 - International Trade
- OSCM 6140 - Globalization and Global Operations
- (previously known as: Seminar in Operations and Supply Chain Management: Global Operations Strategy OR Global Supply Chain/Global Sourcing & Supply Chains OR Global Supply Chain and Offshore Operations)

- MARK 6140 - Global Marketing Strategy
- FINA 6140 - International Financial Management
- MANA 6140 - International Management
- INBU 6931 - Topics in International Business
- INBU 6953 - Seminar in International Business
- INBU 6995 - Independent Study in International Business (INBU)

*One Political Science graduate course may be substituted (as approved by the IB Director)

### Marketing

12 credits beyond MARK 6100; Requires four courses in Marketing (MARK series).

- MARK 6110 - Consumer Behavior
- MARK 6120 - Integrated Marketing Communications
- MARK 6130 - Customer Relationship Management
- MARK 6140 - Global Marketing Strategy
- MARK 6150 - e-Marketing Strategy
- MARK 6151 - Direct Marketing/e-Commerce
- MARK 6160 - Marketing Research
- MARK 6170 - Marketing Ethics and Social Responsibility
- MARK 6180 - Strategic Marketing
- MARK 6185 - Brand Management
- MARK 6190 - Marketing and Public Policy
- MARK 6931 - Topics in Marketing
- MARK 6953 - Seminar in Marketing

### Management Information Systems

12 credits beyond INTE 6000; Requires four courses in Information Technology INTE 61XX. The Department has also approved the following courses from the Math and Computer Science Program (MSCS) and the Electrical Engineering Program (EECE) as listed below.

- INTE 6150 - Information Technology Strategy
- INTE 6153 - Project Management
- INTE 6156 - Privacy and Security
- INTE 6157 - Global Information Tech. Sourcing
- INTE 6158 - System Analysis and Design
- INTE 6931 - Topics in Information Tech.
- INTE 6953 - Seminar in Information Tech.
- INTE 6995 - Independent Study in Information Tech.
- MSCS 6310 - Computer Networks 1
- MSCS 6320 - Computer Networks 2
- MSCS 6340 - Component Architecture
- MSCS 6350 - Distributed Architecture
- MSCS 6360 - Enterprise Architecture
- MSCS 6370 - Information Representation
- EECE 6540 - Digital Image Processing
- EECE 6710 - Computer Architecture
- EECE 6810 - Algorithm Analysis and Applications

### Operations and Supply Chain Management

12 credits beyond OSCM 6100; Requires four courses in the area of Operations and Supply Chain Management OSCM 61XX excluding OSCM 6160

- OSCM 6110 - Manufacturing Management
- OSCM 6115 - Service Operations Management
- OSCM 6120 - Quality and Process Management
- OSCM 6140 - Globalization and Global Operations
- OSCM 6141 - International Operations Management
- OSCM 6150 - e-Business and Supply Chain
- OSCM 6180 - Supply Chain and Technology Management
- OSCM 6931 - Topics in OSCM
- OSCM 6953 - Seminar in OSCM
- OSCM 6995 - Independent Study in Operations and Supply Chain Management (OSCM)