

MASTER OF BUSINESS ADMINISTRATION, IMPACT SPECIALIZATION



Sustainability underlies many of the complex global challenges we face today, carrying profound implications for business practices, economic development, and environmental stewardship. Businesses increasingly recognize the need to incorporate environmental risks and social objectives into their core strategy and operational decisions. The commitment to sustainable practices can take many forms, such as reducing carbon footprints, ensuring a sustainable value chain, guiding social impact investments, and making frugal use of natural resources. Sustainability initiatives are motivated by a desire to manage risk, drive growth, improve returns on capital, and create value.

The Master of Business Administration, Impact Specialization, is a 44-credit, 3 semester, full-time Resident Instruction program. The program aims to provide business solutions that achieve positive economic, environmental, and social impact. The program educates and prepares future business leaders to take effective roles in organizations that integrate economic, social, and environmental sustainability into core strategy and operations. There are elective options to enable students to take classes outside the College of Business in areas such as environmental sustainability, life cycle assessment, and climate change. Students can also choose specific electives that satisfy the requirements for a number of Graduate Certificates. In order to get real world experience, all students complete a significant experiential learning opportunity, typically as a Corporate Sustainability Fellow which is arranged by the department.

Students interested in graduate work should refer to the Graduate and Professional Bulletin (<https://catalog.colostate.edu/general-catalog/graduate-bulletin/>) or visit the department website (<https://biz.colostate.edu/academics/graduate-programs/>) for more information.

Learning Objectives

1. *Business Acumen and Integration Skills:* Graduates demonstrate competency across business functions and integrate them into strategic decisions.
2. *Practical Leadership and Management Skills:* Graduates demonstrate individual, interpersonal, and organizational leadership skills

necessary for professional development and organizational effectiveness.

3. *Critical and Analytical Thinking:* Graduates apply critical thinking and analytical skills for management decision-making.
4. *External Environment – Ethical, Legal and Regulatory Framework:* Graduates consider ethical, legal, and regulatory implications inherent in business situations and apply that knowledge to make responsible decisions.
5. *Global Perspective:* Graduates acquire a global and cross-cultural perspective in formulating decisions and implementing organizational strategy.
6. *Enterprise Approaches to Global Challenges:* Graduates of the Impact MBA program develop the skills to:
 - a. Assess opportunities for enterprise approaches to address social and environmental challenges.
 - b. Develop, implement, and manage initiatives or enterprises that address global social and environmental challenges.

Requirements Effective Fall 2026

Code	Title	Credits
Core Classes:		
ACT 605	Accounting for Sustainable Enterprises	3
BUS 601	Quantitative Business Analysis	2
BUS 620	Leadership and Teams	2
BUS 634	Business Strategies for a Better World	2
BUS 636	Economics of Ecosystems and Biodiversity	3
BUS 650	Supply Chain Management	2
CIS 600B	Project Management: Impact Enterprise	2
FIN 601	Financial Management and Markets	3
MGT 612	Managing in a Global Context	3
MKT 601	Marketing for Social Sustainable Enterprises	3
Select one course from the following:		2
BUS 641	Financial Markets and Investments	
FIN 667	Environmental, Social, Governance Investing	
Select one course from the following:		3
BUS 665	Integrative Applications for Business Impact	
BUS 686	Practicum	
BUS 687	Internship	
Select 14 credits from the following electives:		14
ACT 618	Sustainability Reporting and Accounting	
AGRI 510	Sustainable Agriculture	
AM 330	Global Sourcing of Textiles and Apparel	
AREC 572	Social Benefit Cost Analysis	
BUS 503C	Business Immersion: Colorado	
BUS 515	Career Management	
BUS 518	Sustainability Reporting & Analysis	
BUS 519	Ethical Leadership Symposium	
BUS 522	Self-Leadership in Organizations	
BUS 618	Crisis Leadership	

BUS 623	Building and Leading Exceptional Teams
BUS 626	Managing Human Capital
BUS 627	Essentials of Negotiations
BUS 638	Sustainability Ethics and Business Practice
BUS 639	Corp. Social and Sustainable Responsibility
BUS 646	Building Value Thru Creativity and Innovation
BUS 660	Ethical, Legal, and Regulatory Issues ¹
BUS 662	Managing Diversity - Global Business Context
BUS 664	Entrepreneurship and New Venture Creation
CIS 601/MGT 601	Enterprise Computing and Systems Integration
ESS 501	Ecosystem Sustainability for Researchers
ESS 505	International Climate Negotiations
ESS 516/NR 516	Climate Justice and Policy
ESS 524	Foundations for Carbon/Greenhouse Gas Mgmt
ESS 525	Scope 3 Greenhouse Gas Emission Accounting
ESS 542	Greenhouse Gas Policies
ESS 543/ATS 543	Global Climate Change
ESS 555/ ANEQ 555	Life Cycle Assessment for Sustainability
ESS 696	Group Study
FIN 530	Financial Modeling
FIN 600	Financial Management
FIN 606	Fundamentals of International Finance
FIN 611	Financial Institutions Management
FIN 613	Alternative Investments
FIN 625	Quantitative Methods in Finance
FIN 650	Behavioral Finance
FIN 655	Investments
FIN 667	Environmental, Social, Governance Investing
GES 440/ATS 440	Sea Level Rise and a Sustainable Future
GES 441	Analysis of Sustainable Energy Solutions
GES 450	Global Sustainability and Health
GES 460	Law and Sustainability
GES 465/MSE 465	Sustainable Strategies for E-Waste Management
GES 520	Issues in Global Environmental Sustainability
GRAD 592	Water Resources Seminar
MGT 476	Negotiation and Conflict Management
MGT 675	Purchasing and Supply Management
MGT 676	Service and Production Operations
MGT 677	Logistics and Distribution
MKT 364	Product Design
MKT 662	Strategic Selling for Business Customers
MKT 664	Design Thinking for Sustainable Enterprise
NR 517/NRRT 517	Climate Change Communication and Engagement

NR 518	Climate Impacts and Risk Assessments	
PHIL 565	Seminar in Environmental Philosophy	
Program Total Credits:		44

A minimum of 44 credits are required to complete this program.

Requirements for All Graduate Degrees

For more information, please visit Requirements for All Graduate Degrees (<https://catalog.colostate.edu/general-catalog/graduate-bulletin/graduate-study/procedures-requirements-all-degrees/>) in the Graduate and Professional Bulletin (<https://catalog.colostate.edu/general-catalog/graduate-bulletin/>).

Summary of Procedures for the Master's and Doctoral Degrees

NOTE: Each semester the Graduate School publishes a schedule of deadlines. Deadlines are available on the Graduate School website (<https://graduateschool.colostate.edu/deadline-dates/>). Students should consult this schedule whenever they approach important steps in their careers.

Forms (<https://graduateschool.colostate.edu/forms/>) are available online.

Step	Due Date
1. Application for admission (online)	Six months before first registration
2. Diagnostic examination when required	Before first registration
3. Appointment of advisor	Before first registration
4. Selection of graduate committee	Before the time of fourth regular semester registration
5. Filing of program of study (GS Form 6)	Before the time of fourth regular semester registration
6. Preliminary examination (Ph.D. and PD)	Two terms prior to final examination
7. Report of preliminary examination (GS Form 16) - (Ph.D. and PD)	Within two working days after results are known
8. Changes in committee (GS Form 9A)	When change is made
9. Application for Graduation (GS Form 25)	Refer to published deadlines from the Graduate School Website
9a. Reapplication for Graduation (online)	Failure to graduate requires Reapplication for Graduation (online) for the next time term for which you are applying
10. Submit thesis or dissertation to committee	At least two weeks prior to the examination or at the discretion of the graduate committee
11. Final examination	Refer to published deadlines from the Graduate School Website
12. Report of final examination (GS Form 24)	Within two working days after results are known; refer to published deadlines from the Graduate School website

13. Submit a signed Thesis/Dissertation Submission Form (GS Form 30) to the Graduate School and Submit the Survey of Earned Doctorates (Ph.D. only) prior to submitting the electronic thesis/dissertation	Refer to published deadlines from the Graduate School website.
14. Submit the thesis/dissertation electronically	Refer to published deadlines from the Graduate School website
15. Graduation	Ceremony information is available from the Graduate School website