IS AN MBA WORTH IT?
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EIGHT PERCENT OF ANYTHING IS NOT VERY MUCH.

Eight percent of Americans are successful in achieving their New Year’s resolutions¹. Eight percent of earth’s crust¹ is aluminum. Eight percent of all humans—roughly 554 million people—use Twitter². Eight percent of Americans hold master’s degrees³. That is more than 25 million people, but still a very small sliver of the working population. Fewer still have MBAs, so the question naturally arises for anyone considering pursuing this higher education: Is an MBA worth the work?

WHAT ARE THE BENEFITS OF AN MBA?

MOVING UP

In 2011-2012, of more than 754,000 master’s degrees conferred, more than 25 percent—191,571—were MBAs. That was the second year in a row that the business field dominated graduation ceremonies; before 2010-2011, education was the master’s degree of choice, and had been since the 1970s.

MORE THAN 25% OF MASTER’S DEGREES CONFERRED IN 2011–12 WERE MBAS.

MBA DEGREES CONFERRED BY YEAR

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Part of the attraction of the Master of Business Administration is the clear connection to financial success. Fortune magazine points out the connection between chief executive officer (CEO) pay and MBAs: 40 percent of the Standard & Poor’s 500 CEOs have MBAs. Correlation is not causation, but the MBA is strongly represented among directors sitting on corporate boards, so they have a natural affinity for rewarding the hard work of others earning the same degree.

An MBA is no guarantee of multi-million dollar salaries and lucrative stock options. Still, the connection between higher education and strong lifetime earnings is well founded. The Bureau of Labor Statistics (BLS) tells us that, in 2014, a master’s degree provided median weekly earnings of $1,326. This is far higher than median earnings for workers armed only with a high school diploma ($668) or even an Associate’s Degree ($792).

The master’s degree could be a sure path to upward mobility and financial security. Even compared to earning power for a worker holding a bachelor’s degree, the median weekly income of the master’s is still stronger: $1,101 for the bachelor’s, says the BLS. This is a weekly income difference of $225, which builds quickly to an annual difference of $11,700.

When we extrapolate earnings out from these beginning metrics to calculate potential lifetime earnings, we see a startling trend. Even limiting the comparison, artificially, to 2014 earnings, comparing lifetime earnings of a master’s degree to other, lesser educational attainment is stunning:

- **Master’s degree**—30-year effective career earnings using 2014 median annual income: $2,068,560
- **Bachelor’s degree**—30-year effective career earnings using 2014 median annual income: $1,717,560, or $351,000 less than the master’s degree
- **Associate’s degree**—30-year effective career earnings using 2014 median annual income: $1,235,520, or $833,040 less than the master’s degree
- **High school diploma**—30-year effective career earnings using 2014 median annual income: $1,042,080, or a staggering $1,026,480 lower than the earnings attained with the master’s degree

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SAFEGUARD YOUR JOB

The BLS, in its oddly cold-hearted and numerical way, also calculates the unemployment rate based on educational attainment. In 2014, the Bureau reports, all workers faced an average 5 percent unemployment rate. Those with little education suffered more:

- **No high school diploma**—9.0 percent
- **High school diploma**—6.0 percent
- **Associate’s degree**—4.5 percent
- **Bachelor’s degree**—3.5 percent
- **Master’s degree**—2.8 percent

A worker with only a high school diploma was more than twice as likely to face unemployment in 2014 as a worker holding a master’s degree.

\[ \text{Unemployment Rate Based on Educational Attainment} \]

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THOSE WITH ONLY HIGH SCHOOL DIPLOMAS WERE MORE THAN 2x AS LIKELY TO FACE UNEMPLOYMENT COMPARED TO THOSE WHO ATTAINED A MASTER’S DEGREE.

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ENHANCE YOUR EARNING POTENTIAL

A trending expression among economists now is “leaving money on the table,” referring to your earning potential. Economists, who are not noted for either humor or a fine appreciation for the softer edges of life, are befuddled by college students pursuing degrees in poetry, social work, or dramatic arts. These graduates, the economists say, leave lifetime earnings in the millions “on the table” by not pursuing degrees in high-earning occupations.


Build Your Professional Network

No MBA program—whether delivered online, in a classroom, or through a hybrid model—leaves you completely isolated. You build important and useful business connections while pursuing the MBA, and you are introduced to key business leaders outside the program. Your MBA is also a convenient and respected calling card for developing an ever-widening circle of professional associations.

The Graduate Management Admissions Council (GMAC) reports in its 2015 Alumni Perspectives Survey Report that some 59 percent of responding alumni belong to their alumni associations, using these connections to enhance their personal and professional lives. Roughly half (46 percent) stay in touch with classmates, valuing the network of personal connections far beyond the two short years of their studies.

59% of survey respondents belong to their alumni associations, using their network to boost their personal and professional lives.

No economist ever tells students pursuing MBAs that they are leaving money on any table—not the solid mahogany dining table, not the gleaming, polished, plate glass board of directors table, not the end table humidor of the CEO suite. This is because the MBA, according to PayScale.com, is an excellent tool for enhancing earnings potential. A select list of PayScale.com’s top five MBA majors with the highest early-career (zero to five years’ experience) and mid-career (10 years’ experience) pay:

- **Strategy**—$93,100; $148,000
- **General and Strategic Management**—$84,000; $144,000
- **Finance and Real Estate**—$78,900; $143,000
- **Economics**—$71,900; $136,000
- **Finance and Economics**—$68,100; $134,000

A quality, online master’s program could cost as little as $25,000; this could be earned back in only a few months’ gross salary in the first year of a new job attained because of the MBA.
BE YOUR OWN BOSS

Entrepreneurs are famous for their contrarian ways. They build dirigibles and rocket ships; they disrupt and reinvent simple ways of letting folks stay in touch. Yet entrepreneurs recognize value when they see it. Even anecdotally, an MBA is helpful in propelling visionaries into greater success, says a recent Chicago Tribune article interviewing six self-made business successes. Of the six:

- Three have MBAs they value for the benefits the degrees gave them in making smart business decisions.
- Two did not have an MBA and did not connect their success to the degree, though one entrepreneur has a partner with the degree.
- One received a “mini-MBA” education through a small-business program that, Darryl Rose, entrepreneur, says, “was a real turning point in creating a more dynamic company.”

Even anecdotally, an MBA is helpful in propelling visionaries into greater success.

The GMAC Alumni Survey substantiates the trend of this admittedly small response pool on a far greater level: Alumni who are self-employed make up 12 percent of the surveyed business school graduates and 90 percent report satisfaction with their entrepreneurial experience.

OF THE 12% SELF-EMPLOYED BUSINESS SCHOOL GRADS, 90% REPORTED SATISFACTION WITH THEIR ENTREPRENEURIAL EXPERIENCE.

Self-Employed
13%  87%

Working for Employer

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TRAVEL

Your MBA may not be on these shores. Studying abroad while pursuing an MBA can be (for some) an uplifting, life-changing experience. For some it could be a miserable and regrettable move. Excellent across-the-pond programs abound, but your own choice has to be balanced, says U.S. News & World Report, by your own circumstances:

- **Language skills**—High school conversational French may not be enough when engaging in deep class discussions about economic policy or marketing strategy.

- **Networking abilities**—How useful will connections to Asian, African or European business people be to you after your educational experience?

- **Cost**—Some foreign programs have one-year MBA programs at a lower cost than the traditional, two-year, American models.

- **Desired work location after the MBA**—You may prefer the prospect of pursuing a professional position in Paris; then again, you may be more comfortable in Paris, Texas.

- **Choice of industry**—Without question, London, Berlin, and Tokyo are hubs for international trade and finance; you may thrive when you earn the MBA in the same country you hope to work.

An overseas MBA may also offer the opportunity to travel for leisure, learn important global customs and attitudes, and gain the diplomatic craft of handling all backgrounds and types of people.
GAIN VALUABLE SKILLS

Obviously an MBA readies students for the world of business, training them to make practical choices, tough decisions, and persuasive arguments. Yet the skills gained through a rigorous program transfer beyond the boardroom:

- **Leadership and management skills**—The “soft skills” that go beyond bean counting are of increasing value in making a well-rounded MBA graduate. Consider these as non-linear relationships; understanding and leading people in an organization is never done through rote, predictable steps, and employees respond in unpredictable ways. The Harvard Business Review\(^{15}\) notes that many of the best schools now offer coursework to address this very issue, under titles like “Organizational Behavior and Leadership,” or “Interpersonal Dynamics.”

- **Teamwork**—The MBA graduate not only can lead a contrasting group of business colleagues, she or he can work alongside them and tackle problems by enhancing everyone’s best qualities.

- **Problem-solving**—Through repeated study of business models, MBA students gain exposure to challenging business problems. When they confront an issue that threatens the very foundation of their company, they react with precision and calm, drawing on their educational background and network of associates for solutions.

- **Technological prowess**—Today’s MBA programs integrate technology and advances in communications, computing and logistics, increasing each student’s familiarity with the wide array of technology-based solutions a company can draw upon to solve challenges.

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TRADITIONAL OR ONLINE MBAS?

Selecting an MBA that best suits your needs—not the needs of your spouse, current employer or peer group—begins with choosing one of three MBA delivery systems:

- **Traditional MBA program**—With brick-and-mortar schools, classes meeting in actual classrooms, and teaching assistants and professors lecturing and professing.

- **Online MBA program**—For students looking for a less expensive alternative to traditional classrooms, online MBA programs are the natural route to take.

- **Hybrid MBA program**—Combining classroom learning with online assignments, hybrid models often specify a certain number of classes to meet in person (sometimes as few as half a dozen over the two year program), with the bulk of content delivered online.

### TRADITIONAL MBA PROGRAMS

A prestigious school name, a renowned professor, or a highly regarded program of study may be enough of a pull to make a traditional MBA attractive. A traditional program may be right for you if you learn best by:

- Physically sitting among your classmates
- Interacting with the teaching assistant or professor
- Asking spontaneous questions
- Working on group assignments in real time
- Participating in class dialogue face to face

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<thead>
<tr>
<th>What to Expect in Course Delivery &amp; Environment</th>
<th>Best if You Need</th>
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<tbody>
<tr>
<td>Classroom atmosphere—This may mean evenings, weekends, and meeting times not of your choosing</td>
<td>Open collaboration</td>
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<tr>
<td>In-person lectures</td>
<td>Direct interaction with classmates</td>
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<td>Face-to-face discussions</td>
<td>A controlled atmosphere</td>
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<tr>
<td>Dynamic exchange of ideas and information—Auditory learners often enjoy this format, though recalling specifics later can be challenging</td>
<td>A fixed schedule</td>
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**Full-time Students’ Average Completion**
- Two to three years

**Estimated Tuition & Expenses**
- $100,000 to $200,000
ONLINE MBA PROGRAMS

By uncoupling the physical environment from the material to be learned, online MBA programs can be delivered asynchronously (with participants visiting common sites at times best suited for their own schedules). You could advance your learning and your career simultaneously, carving out time for assignments and case studies as you see fit. So is an online MBA program right for you?

What to Expect in Course Delivery & Environment

• You will receive instruction anywhere with an internet connection
• The best programs offer quality audio and video
• You will confer with classmates through the internet
• You will post comments to common discussion boards
• You may participate in live discussions via web chat
• Contact with your professors and teaching assistants will primarily be via e-mail

This Method Works if You Need

• An interactive environment
• Mobility
• A flexible, accelerated schedule
• The shortest time to course completion

Full-time Students’ Average Completion

• One to two years

Estimated Tuition & Expenses

• $20,000 to $32,000, or as little as one-tenth the cost of a traditional program
The key difference between a traditional classroom model and an online model is the asynchrony allowed in online courses. You are not locked into scheduled meeting times. With a hybrid model, some schools provide video and audio feeds into classrooms so that distant learners can fully engage in class discussions, pose questions to the professor or teaching assistant, and make presentations. These programs are at the forefront of pedagogy, despite being around for at least 15 years.

What to Expect in a Hybrid MBA Program

- You will be as compelled to participate as you are in an online program (while a traditional classroom may allow you to escape undetected by the professor)
- You will have independent, time-sensitive work to do so that the in-person meetings are meaningful and efficient
- Your professor or teaching assistant may be more satisfied delivering the hybrid model than an online program, according to a survey from Inside Higher Ed.

Go For a Hybrid if You Need

- The flexibility of remotely accessing the class
- The structure of deadlines to meet class obligations
- The interaction, albeit remotely, of real people in real time
- A hybrid MBA program does not shorten the time needed to earn your degree, and often is at a cost closer to the traditional MBA than the exclusively online MBA.

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Deciding to earn an MBA is not an overnight decision. You need to be stepping into (and up to!) this choice for the right reasons. Some reasons not to earn an MBA, according to U.S. News & World Report:

- You have no clear idea of what you wish to do—An MBA program is not a parking space while you figure out what appeals to you, nor is it entrée into soirees and business school parties.

- Your future does not need an MBA—Many fine professions can be pursued without the prestige of an MBA, and some do not return enough income to make the MBA financially sustainable.

- You want a trophy—Whether for a résumé or to flaunt among “friends,” an MBA is so much more than bragging rights, and you do a disservice to the hard-working classmates if you are floating through just for the paper.

Chose an MBA because... 

- You’re focused and dedicated.
- You know exactly what you want to do.
- You want to prove your merits based on your hard work.
- Your finances, career, and life will benefit.

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HOW TO CHOICE A SPECIALIZATION

As glimpsed in the PayScale survey\(^\text{18}\) cited earlier, specializing in various types of MBAs is often the best path to personal fulfillment, career advancement and financial success. Three in-demand specializations are commonly pursued by dedicated students who know how to capitalize on their investment. These center on growth industries and provide transferable skills across several disciplines.

**BUSINESS MANAGEMENT MBA**

Adding coursework to core classes, the successful business management student could gain experience in global strategy and organizational change. This specialization is ideal for good communicators, managers comfortable in social settings, and those with an eye toward technology as it supports business goals. If you are a “people person,” this may be an excellent fit for you.

**INFORMATION TECHNOLOGY MANAGEMENT MBA**

You like people, yes, but you also are fascinated by the information technology that holds a company’s records, supplies its clients, and fuels its growth. You will take coursework in information assurance, system development life cycles, and information systems security management.

**HEALTHCARE ADMINISTRATION MBA**

If steering a hospital, senior services agency, or health insurance company toward more efficient patient service interests you, this is your specialization. By adding coursework in healthcare delivery systems, health policy and economics, and health-related technology, your MBA is tuned to your needs and your talents can be directed to help others.

HOW TO GET STARTED ON AN MBA

Some online programs have revolving application periods, so you can join a cadre of students at any time during the year. Others have limited windows for accepting applications.

If you are still undecided about the depth of your serious intention to dive into an MBA program, you can almost fool yourself into doing nothing until opportunity after opportunity passes you by. Instead, fool yourself in the other direction—get an application started, but do not submit it. Go through a checklist of required documents, gathering all but one. Before long, you may realize how strongly you are committed to improving yourself and pursuing that degree and take the final step needed to enroll in a high-quality, convenient MBA program.

If you are already firmly committed (even if you had to tease yourself into making the brave step forward), put together a timeline. No MBA program is an overnight process. Forbes magazine offers these six steps:

1. **Register for the GMAT**—Remember that survey by GMAC? Those are the same folks who bundle the GMAT (the Graduate Management Admission Test), a standardized test that does not evaluate your business knowledge but is required by nearly every MBA provider. It has questions in verbal reasoning (communications skills) and quantitative reasoning (mathematics skills).

2. **Be introspective**—Get to you yourself personally, professionally and academically. Suss out whether you have the academic stamina to take on coursework that may be squeezed into weekends, evenings, and early mornings. How will you make yourself more valuable to the program than the hundreds of other MBA applicants? What are your achievements, and what can an MBA help you achieve in your future?

3. **Find sources for strong recommendations**—Well before you begin the application, know who your go-to people are for the strong recommendations you seek. Make certain they each understand the time commitment and short timeline for completing their recommendations.

4. **Narrow your search**—Once you have your GMAT results, you may have eliminated yourself from some schools on your wish list. Do not dwell on the past, but steer toward schools or programs that are tiered the same as undergraduate choices (stretch schools, target opportunities, and safety nets). Remember a school looks beyond the GMAT score, too, and play up your strengths.

5. **Strengthen the résumé**—Your academics may be fine, but have you worked in your community, demonstrated leadership, or built a successful project/business/charity from scratch? Your GMAT was underwhelming; you still have time to take it again and boost your score before applying.

6. **Tap the services of an application coach**—For truly competitive programs, the return on an investment of several thousand dollars of a coach’s work may be worthwhile. While no MBA admissions consultant can offer an ironclad guarantee, they often can boost your chances. As a money-saving alternative, consider less stringent program providers and save the thousands, both on the coach and the program costs.

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DETAILS, DETAILS: YOUR MBA CHECKLIST

Get started—now—on forming your future by using this checklist to navigate through the many steps you need to gain admission to the top eight percent of Americans.

24–18 MONTHS PRIOR TO STARTING THE MBA PROGRAM

☐ Customize your own MBA application checklist.
☐ Research career paths.
☐ Determine your reasons for pursuing an MBA.
☐ Define your own short- and long-term goals.
☐ Start saving some portion—even just three to five percent—of income for the lean times a’comin’.

18–12 MONTHS PRIOR TO STARTING THE MBA PROGRAM

☐ Research your target programs and compile a list of schools.
☐ Make rough drafts of application essays.
☐ Gather all information needed for the writers of letters of recommendation, including due dates for their letters.
☐ Order unofficial (for you) and official (sealed) transcripts from all your undergraduate schools.
☐ Reduce all debts, especially unsecured (credit card) debt.

ONE YEAR PRIOR TO STARTING THE MBA PROGRAM

☐ Choose a GMAT test date.
☐ Proofread your applications thoroughly.
☐ Wait three days and proofread them again.
☐ Ready? Submit the applications following the schedules of your target schools. First-round MBA application deadlines are usually in October; second-round deadlines are in January; third-round due dates are in April.
☐ Begin researching your financial aid options.
☐ Review your financial situation and plan accordingly.
PAYING FOR AN MBA

Unless you have ample family support, an MBA program can be an expensive proposition. Whether taken through traditional coursework, a hybrid, or online, your MBA will cost thousands of dollars you may not have. Search for funding options, such as these four possible avenues.

EMPLOYER SPONSORSHIP/REIMBURSEMENT PROGRAMS:

In return for a specified amount of time working at a firm, many companies will help pay for your MBA. Some companies pay the full bill and ask for several years’ commitment. Others partner with you, sometimes offering low-interest loans that are then deducted from your paychecks over time.

You may need to sell your company on the benefits of paying for you to attend school. Point out the return on its investment a company gains when employees learn practical knowledge that directly affects a bottom line.

Not sure if your company will consider it? Take heart: the Society for Human Resource Management (SHRM) reports that in its 2013 survey, 59 percent of employers offered graduate school tuition reimbursement.

IN 2013, 59% OF EMPLOYERS OFFERED GRADUATE SCHOOL TUITION REIMBURSEMENT.
SCHOLARSHIPS:
Sure, you have heard about the quirky undergraduate scholarships available every year—you have the last name Zolp and you are in at Loyola, for example—but scholarships are also available for serious-minded MBA students. Some business schools and organizations have scholarships waiting, but nobody is asking. Look on school websites, call the admissions office, or simply do some internet browsing for available money.

SOME ORGANIZATIONS HAVE SCHOLARSHIPS WAITING, BUT YOU HAVE TO ASK!

FEDERAL LOANS:
Granted, loans are not as good as grants, but the sticker shock of a first tuition statement can be a lot easier with the full faith and credit of the U.S. government backing you up. Two options:

1. Federal Grad PLUS Loan
2. Direct Subsidized and Unsubsidized Loan

Direct subsidized and unsubsidized loans are sometimes called Stafford Loans. The U.S. government charges interest—often more than you will find with some private lenders—that adds to your overall cost over time, but then again, the U.S. government may be willing to take a risk on you that private lenders will not take.

PRIVATE LOANS:
Be cautious in taking on debt from a private lender for an MBA. Begin with credit unions, savings and loans, or community banks, which often have far lower interest rates than national banks. Realize your two-year education may require a decade or longer to pay off, so every quarter of one percent in interest adds up fast. In most cases, your loan will be a personal loan, not staking your car or home as collateral against the borrowed money; expect to pay higher interest rates due to the higher risk the lender is taking.

ASSESS THE BENEFITS OF USING A PRIVATE LENDER VERSUS PURSUING FEDERAL LOANS.

IS THE MBA AN INVESTMENT THAT PAYS OFF?

The path to future success is often (though not always) paved with an MBA. In the right fields, for the right reasons, an MBA could be your catapult to wealth, personal satisfaction, and community goodwill. The skills learned in a quality MBA program could transfer not only to steps up in your career, but into interpersonal skills in your relationships at home and among friends.

The lifetime earnings differential, the concrete skills, the network of business contacts and the sense of personal achievement that all come with completing an MBA program could propel you forward to follow your dreams, start your own company, or engineer an empire.

Pursuing an online MBA is often easier for professional people than attending a traditional school full-time. Balancing family and personal commitments with the pressures of educational attainment, the online program can integrate more readily than the strict time commitments of regular weekly classes at a brick-and-mortar school.

The online program, too, is often far faster than coursework offered at a traditional college. While classroom coursework can take sometimes three years, an effective online MBA can be delivered in a little less than two years.
CONSIDER ECPI UNIVERSITY’S ACCELERATED, ONLINE, MBA PROGRAM

ECPI University, with campuses in Virginia, North Carolina, and South Carolina, offers an accelerated MBA program in three specializations. These courses of study could be completed in as little as 15 months, start throughout the year, and have low tuition costs with no expenses for room and board. Delivered 100 percent online, the program is convenient for hard-working professionals, folks re-entering the workforce, or anyone requiring a balance of family time and educational time. You can specialize in business management, information technology management, or healthcare administration. By entering the program throughout the year, you need not wait for a golden window, but can gather your admission materials, apply, and start when the time is best for you.

ECPI University is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (SACSCOC) to award associate’s, baccalaureate, and master’s degrees and diploma programs. SACSCOC is a regional accrediting agency recognized by the U.S. Department of Education.