The MBA Academic Program

The Master of Business Administration (MBA) degree provides advanced study for individuals interested in managing and leading organizations.

Program Emphasis

There are twelve courses in the Union MBA curriculum. These courses are 3 semester hours of graduate credit each. At the Program Director’s discretion, one of these courses will be either MBA 615 or MBA 640. Courses are scheduled in a manner that allows the student to continue a career and an already busy schedule. The courses meet from 6 to 10 p.m. one evening a week. Only one course is taken at a time, and each cohort of students progresses through the program together. Courses are 8 weeks in duration. The entire 36-semester hour MBA program is completed in 24 months.

Two options are available for completion of the MBA, a thesis option and a non-thesis option. Students selecting the thesis option are required to apply for acceptance into the thesis program prior to completion of MBA 635. If accepted, the student would take the MBA 690, Thesis, at least 3 times in lieu of either MBA 615, 630 or 640. The specific course substitution is at the discretion of the MBA Director. Students accepted into MBA 690 are required to write a thesis during the Fourth through Sixth Terms of the program. Once accepted into the program, the student must enroll in MBA 690 continuously until the project is successfully completed.

The strength of the Union MBA is the qualified faculty that serve our student body. Union’s business faculty combine practical work experience in management, consulting, and the professions with strong academic backgrounds. This dual emphasis on practicum and education provides a rich and relevant classroom experience for our MBA students. Faculty pursue innovative teaching concepts while continuing to conduct and publish business-related research.

Expected Outcomes

The program strives to develop the following knowledge and skills in each student:

1. Advanced knowledge in accounting, economics, finance, management, marketing, and quantitative methods;
2. Application of strategic management concepts within the functions of organizations;
3. Effective leadership and communication skills;
4. The capacity to make decisions leading to achievement of organizational objectives;
5. An understanding of the importance of Christian ethics and its application to organizational decision-making.

Dual-Degree Programs

Dual Degree Programs are offered in conjunction with the School of Nursing and the School of Pharmacy. Interested students enrolled in either the Doctor of Pharmacy or the Doctor of Nursing Practice programs may dually enroll in the MBA Program. Students will follow the 2010 curriculum as outlined below under Graduation Requirements to include the 24-hour MBA core. The remaining 12 hours of MBA electives will be from the Pharm.D. or D.N.P. program as approved respectively by the School of Pharmacy or the School of Nursing.

Admission Information

Regular Admission Requirements

1. Official transcript(s) showing all course work, completion of baccalaureate degree(s), and all graduate credit previously attempted.
2. Completed application for the MBA program, including payment of a $25 application fee.
3. Submission of a recent (less than 5 years old) acceptable score on the Graduate Management Admission Test (GMAT).
   The GMAT may be waived for a student who holds a graduate degree earned from a regionally accredited college or university at the discretion of the MBA Program Director. Additional information may be obtained from the Program Director.
4. The completion of 12 hours of prerequisite coursework is required for regular or conditional admission to the MBA program. These courses are PMBA 500, 501, 502, and 503. The prerequisite courses may be waived with the completion of equivalent undergraduate or graduate course work.
5. Minimum three years significant, relevant work experience. Students not meeting this requirement must have completed a group of undergraduate foundation courses. This list is available from the MBA Director.
6. Immunization Record

Conditional Admission Requirements

Applicants who do not meet the regular admission requirements to the MBA program may be admitted conditionally at the discretion of the MBA Director and
the Graduate Business Admissions Committee. Students seeking conditional admission must apply in writing to the MBA, Director for consideration. Students who are conditionally admitted must attain regular admission within 6 hours of graduate study having been completed with a minimum 3.0 grade point average, and the specific cause for conditional admission having been removed.

Transfer of Credit

Graduate credit for courses earned at a regionally accredited college or university or at a recognized foreign college or university may be transferred to Union University if the courses are essentially the same courses as those required in the cohort program. The maximum number of semester hours that may be transferred to Union University and applied to the MBA degree is nine.

No grade less than “B” may be transferred. Courses taken more than five years before beginning the MBA program at Union University will be considered on an individual basis.

Graduation Requirements

1. Completion of thirty-six hours to include the MBA 648, 610, 653, 612, 625, 620, 628, 642 and one of the following tracks:
   A. MBA non-thesis Track—12 hours
      1. MBA 615 or MBA 640
      2. MBA 621
      3. MBA 630
      4. MBA 635
   B. MBA Thesis Track—12 hours
      1. MBA 690 (3 hours) in lieu of either MBA 615, 630, or 640 with Program Director approval
      2. Balance of MBA non-Thesis track
C. DNP/MBA Dual Track—12 hours
   1. NUR 710
   2. NUR 715
   3. NUR 725
   4. NUR 730
D. Pharm.D./MBA Dual Track—12 hours
   1. PHRM 700
   2. PHRM 743
   3. PHRM 744
   4. PHRM 765
   5. PHRM 772
   6. PHRM Elective/Public Health
2. A minimum grade point average of 3.0 for the required course of study.
3. PMBA courses do not apply to the MBA.

The Cohort Approach and Calendar

The Union MBA provides a delivery system for graduate education that is unique. Groups of 15 to 30 students pursue each course together, meeting one night a week for eight weeks per course. This model emphasizes teamwork, cooperation, and the collaboration between students. Each cohort group is further subdivided into study groups of 4 to 6 students. Every attempt is made to structure study groups so that students’ past experiences and business strengths are complementary. Lifelong friendships are developed under this format, and the learning that takes place in the classroom is supplemented in team exercises and projects.

Each cohort is presented with its unique calendar for the complete program. Current MBA calendars are available for both campuses at:
http://www.uu.edu/academics/graduate/mba/

Financial Information

There are three methods of payment for the program.
1. One-hundred percent of tuition expense for the entire program before the first night of class.
   Interest will be assessed on the unpaid balance at the rate of 1.5% per month.
2. The payment of tuition as billed monthly as a result of courses registered. Interest will be assessed on the unpaid balance at the rate of 1.5% per month.
3. FACTS payment plan. Please see details at www.uu.edu/financial/info
4. Tuition reimbursement is offered by many employers. The University allows the completion of the current student schedule to meet eligibility requirements for payment. Prompt payment is requested to prevent interruption of registration.

Tuition is $430 per semester credit hour.
The following are non-refundable fees:
Application Fee: ...................................................... $25
Graduation Fee:....................................................... $25

Financial Assistance

Students enrolled in the MBA Program may apply for the Federal Stafford Loan. A Graduate Application for Financial Assistance and the Free Application for Federal Student Aid (FAFSA) form must be completed by each applicant. A Master Promissory Note must also be on file in the Student Financial Planning Office.

Union University is approved by the Department for Veterans Affairs to offer educational benefits to veterans, reservists, and dependents of veterans who qualify for Veterans Benefits. Any person who qualifies for VA Benefits should check with the Student Financial Planning Office as soon as possible upon registration.
Course Descriptions: Prerequisites to the Master of Business Administration (PMBA)

500. Foundations of Accounting (3)
A review of basic financial and managerial concepts from a user’s perspective including: how financial statements are prepared, the ability to interpret the information provided in financial statements, the ability to conduct a preliminary financial analysis of a firm, and budgeting and cost behavior. Graded Pass/Fail.

501. Foundations of Economics (3)
Survey of theorems, tools, and techniques of basic economic analysis. This course provides an integrated framework of macroeconomics and microeconomics. Graded Pass/Fail.

502. Foundations of Management (3)
An introduction to the management process through the activities of planning, organizing, leading, and controlling. Graded Pass/Fail.

503. Foundations of Business Statistics (3)
A broad coverage of quantitative methods for managerial decision-making. Topics include descriptive and inferential statistics, probability, and statistics with applications in functional areas of business. Graded Pass/Fail.

Course Descriptions: Master in Business Administration (MBA)

610. Managerial Economics (3)
This course will build on a traditional basis of microeconomic theory through the case method and research projects. Case application will bring microeconomic analysis into the realm of managerial decision making.

612. Analytical Managerial Accounting (3)
Managerial accounting which focuses on historical and standard cost systems and cost analysis using various quantitative techniques.

615. Organizational Theory (3)
An examination of the impact of external environmental forces on the structure of an organization, the importance of organizational structure to the achievement of strategic and operational plans of management, and the various configurations available.

620. Ethical Management (3)
Ethical Management makes intensive use of the case method to probe ethical issues facing the modern business world. Various ethical decision-making models are discussed including Christian ethics.

621. Business & The Legal Environment (3)
The nature of law and the regulatory and nonregulatory environments in which businesses and managers operate. Consists of lecture and discussion of legal cases involving numerous topics of law, including constitutional, tort, intellectual property, contract, employment, antitrust, and corporate legal issues.

625. Managerial Finance (3)
Analysis of the capital structure, dividend policy, and working capital policy of the firm. Additional topics include: risk measurement, valuation, cost of capital, and analytical tools used for the acquisition and allocation of funds.

626. Managerial Finance II (3)
Corporate valuation, strategic financing decisions, tactical financing decisions, and special financing topics including short-term finance and working capital management. Additional topics include derivatives and risk management, bankruptcy, reorganization, liquidation, mergers, leveraged buyouts, divestitures and holding companies.

628. Strategic Marketing (3)
An analysis of the marketing of goods and services and the role of marketing in the economy. Marketing strategy explored through case studies and recent literature.

630. Management Information Systems (3)
This course is designed to provide an understanding of the field of information systems. Broad-based instruction in distributed databases, network architectures, telecommunications options, and hardware/software platforms. Applied knowledge to ensure that MIS goals and expenditures are consistent with and in support of the mission of the organization. Case studies are used extensively to learn about the current issues facing information management.

635. Business Research Methods (3)
This course will develop business analytical tools using mathematics, statistics and computer technology. These tools will then be applied to a variety of business problems emphasizing planning, collection and interpretation of data, and presentation of results.

640. International Business (3)
Designed to provide the tools necessary to evaluate international business opportunities from cultural, political, legal economic, financial, managerial and marketing perspectives.

642. Business Policy & Strategic Management (3)
Coverage of strategic management concepts and integration of material learned in the functional areas of business; use of case studies and field projects to provide a top management view of the business enterprise.
648. Human Behavior in Organizations (3)
Behavioral sciences applied to interpersonal relationships in organizations; concepts of human aspects of businesses as distinguished from economic and technical aspects. Focus is on the process of managing people.

653. Operations Management (3)
Planning and control of operations in manufacturing and service organizations; examination of decision theory applications; emphasis on developing skills and techniques through case studies.

690. Thesis (1 per enrollment, minimum 3 hours)
Students will complete a research proposal for a significant research problem in business, including a review of literature related to the research problem. Students will gather and analyze research data and complete a written thesis. Students are required to maintain continuous enrollment until the thesis is successfully completed. The Thesis becomes an additional assessment tool for these students. Grading will be Pass/Fail for the first two enrollments. The third and following enrollments will be graded by letter grade.

579. External Domestic Study Programs (1-4) As Needed
All courses and their application must be defined and approved prior to registering.

580. Study Abroad Programs (1-4) As Needed
All courses and their application must be defined prior to travel.

585. Special Studies in Business (1-4)
Group studies which do not appear in the department course offerings. Context will be determined by need.

598. Seminar (1-4)
A non-lecture research and discussion course. Context to be determined by need

655. Independent Study (1-4)
Individual research and study under the guidance of a graduate faculty member.