Available on the Jackson and Germantown Campuses and Online

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. 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. 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 MBA 690, Thesis, at least 3 times in lieu of either MBA 630 or the 3-hour elective. 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.

Delivery Options

Cohort Model – This model emphasizes teamwork, cooperation, and the collaboration between students. Only one course is taken at a time, and each cohort progresses through the program together. The MBA is completed over a period of 24 months.

13/14 Model – This model is an accelerated design that allows students to complete the MBA in 13 months on the Jackson Campus and 14 months on the Germantown Campus. Students enrolled in this model have their own unique calendar which requires them to be enrolled in two courses at a time in order to complete the MBA within the 13/14 month time period. Students will be in classes with students in the cohort model.

Online Model – This model allows students to complete the MBA in a fully-online setting. The online model consists of the same courses and coverage as the ground-based models.

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 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.

Dual Degrees may be obtained within the McAfee School of Business Administration between the MBA and the Master of Accountancy. Twelve (12) hours earned in the MBA program may be counted for the required MBA classes in the Master of Accountancy. Students would additionally be required to complete the 18 hour accounting component in order to earn the Master of Accountancy. Students must be admitted and enrolled concurrently in both the MBA and Master of Accountancy programs.
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) or the Graduate Record Examination (GRE). The GMAT or GRE 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, 502, 503, and 504. The prerequisite courses may be waived with the completion of equivalent undergraduate or graduate course work.
5. 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.

Academic Suspension
A student enrolled in the MBA program will be suspended from the program upon earning three grades of “C” or below. While suspended from the MBA program, the study may, in an effort to remove these grades, repeat those courses in which a “C” or below has been received.

Graduation Requirements
1. Completion of thirty-six hours to include MBA 648, 610, 653, 613, 625, 620, 628, 642 and one of the following tracks:
   A. MBA non-thesis Track—12 hours
      1. MBA 601
      2. MBA 621
      3. MBA 630
      4. MBA 635
      5. Choose one of: MBA 615, 622, 640, 643
   B. MBA Thesis Track—12 hours
      1. MBA 601
      2. MBA 690 (3 hours) in lieu of either MBA 630 or the 3-hour elective with Program Director approval
      3. 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.

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/admissions/financialinfo/facts/
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 $530 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.

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

Course Descriptions: Master in Business Administration (MBA)

601. MBA Orientation (0)
An orientation to the activities and experiences of graduate study in business at Union University, including adjustment to academic development and spiritual growth.

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.

613. Analytical Managerial Accounting (3)
The use of accounting information by an organization's investors, creditors and managers from a financial and managerial perspective. The course develops financial analysis skills useful in business decision-making, the ability to analyze accounting information useful for monitoring efficiency, quality, and timeliness, determine appropriate prices and costing of products and services, and the development of operation budgets.

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.

622. Social Issues in Management (3)
An examination of how business impacts societal stakeholders and vice versa. Both the normative (ethical) and strategic implications for business will be explored.

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.

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. 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.

643. Strategic Negotiation and Conflict Resolution (3)
An analysis of negotiation strategies and tactics in a variety of business environments to include selling situations, intra-organizational conflict, channel partnerships, and union negotiations. Emphasis on collaborative and bargaining styles of negotiating. Seminar-style course with bargaining simulations throughout the course. Marketing and management strategy explored through simulations and exercises and recent literature.

648. Organizational Behavior (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.

684. Internship (1-4)
Available on the Jackson Campus

The MAcc Academic Program

The Master of Accountancy (MAcc) degree provides advanced study in accounting for individuals interested in careers in the accounting field.

Program Emphasis

There are ten courses in the Union MAcc curriculum. These courses are 3 semester hours of graduate credit each. Six of these courses are accounting courses. The remaining four courses are MBA courses. The accounting courses are scheduled during the day according to the traditional schedule. The MBA courses can be completed at night or online. The entire 30-semester hour MAcc program can be completed in one year.

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

Expected Outcomes

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

1. Advanced knowledge in the functional areas of accounting.
2. Ability to utilize research skills in accounting.
3. Effective communication skills both written and oral.
4. Critical thinking and decision-making skills, as supported by the appropriate analysis of advanced accounting problems.
5. Ability to demonstrate and make personal and business decisions based on values informed by the Christian worldview.

Dual-Degree Program

A dual degree program is offered between the MBA and the Master of Accountancy. The Master of Accountancy requires twelve hours from the MBA program. Students in either the MBA or the Master of Accountancy programs may elect to be dually enrolled in both programs. Dual enrollment will allow students to earn both degrees while counting 12 hours of MBA coursework toward both degrees.

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 MAcc 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) or the Graduate Record Examination (GRE). The GMAT or GRE may be waived for a student who holds a graduate degree earned from a regionally accredited college or university at the discretion of the MAcc 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 MAcc program. These courses are ACC 311, 313, 314, 315, 350, and 413. The prerequisite courses may be waived with the completion of equivalent undergraduate or graduate course work.
5. Immunization Record

Five-Year Program

Undergraduate Accounting majors may apply to the MAcc program during the latter half of their junior year. All regular admission requirements must be met except the requirement to possess a bachelor’s degree. After admission to the program, undergraduate students may take 500-level courses that are required in the MAcc while completing the B.S.B.A. The 500-level courses are treated as regular undergraduate courses for both tuition and financial aid purposes. 500-level courses taken after graduation from the bachelor’s degree are charged at the normal MBA graduate rate. Students will not be required to complete the MAcc before receiving the B.S.B.A.

Conditional Admission Requirements

Applicants who do not meet the regular admission requirements to the MAcc program may be admitted conditionally at the discretion of the MAcc Director and the Graduate Business Admissions Committee. Students seeking conditional admission must apply in writing to the MAcc 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 MAcc degree is nine.

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

Academic Suspension

A student enrolled in the MAcc program will be suspended from the program upon earning three grades of “C” or below. While suspended from the MAcc program, the study may, in an effort to remove these grades, repeat those courses in which a “C” or below has been received.

Graduation Requirements

A. Completion of 30 hours to include:
   1. ACC 515, 516, 570, 619, 624
   2. One of the following: ACC 612, 625, 650, 675, 684
   3. Four of the following: MBA 610, 620, 628, 630, 635, 640, 642, 643, 648 (see MBA program for course descriptions)
B. A minimum grade point average of 3.0 for the required course of study.

Financial Information

Tuition is $530 per semester credit hour.
The following are non-refundable fees:
Application Fee: ................................................... $25
Graduation Fee: ................................................... $25

Financial Assistance

Students enrolled in the MAcc 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 Accountancy (PMACC)

311. Cost Accounting (3)
Prerequisite: ACC 212.
A study of methods of accounting for materials, labor, and factory overhead in job order and process cost systems.

313. Intermediate Accounting I (3)
Prerequisite: ACC 212.
Intensive review of the accounting process and financial statements with emphasis on the asset section of the balance sheet.

314. Intermediate Accounting II (3)
Prerequisite: ACC 313.
Corporation formation and changes in the equity structure after formation. Topics include long-term investments, bonds, earnings per share, and income recognition.

315. Taxation of Individuals (3)
Prerequisite: ACC 212.
The Internal Revenue Code as it affects individual income tax returns.

350. Accounting Information Systems (3)
Prerequisite: ACC 212 and CSC 105.
Principles and problems of accounting system design and implementation. Organization for accounting control, internal control procedures, and internal reports. Attention given to computerized accounting systems and to traditional information flows.

423. Auditing and Assurance Services (3) F
Prerequisites: ACC 314 and 350.
An examination of ethics in accounting practice, general standards and procedures for a contemporary audit, audit programs, and work papers.
Course Descriptions: Master of Accountancy (MACC)

515. Advanced Accounting Theory (3) F
Prerequisite: ACC 314
This course is a study of the Financial Accounting Standards Board pronouncements for general accounting use. Emphasis is given to the interpretation of pronouncements and applications in problem-solving settings as applied to advanced topics in financial accounting.

516. Advanced Information Systems (3) F
Prerequisite: ACC 350
This course explores systems planning, acquisition, delivery, and monitoring from a risk and control perspective while analyzing systems as processors of data for financial reporting and control of economic organizations.

570. Advanced Financial Accounting (3) S
Prerequisite: ACC 314
Accounting practices and theories for business combinations and partnerships.

612. Advanced Managerial Accounting (3) W
Prerequisite: ACC 311
This course focuses on effective managerial accounting tools to be used for decision making in business analysis including strategic position analysis and value chain analysis.

619. Taxation of Corporation and Pass-Through Entities (3) S
Prerequisite: ACC 315
This course focuses on the taxation of corporations and pass-through entities including partnerships, S corporations, and estates and trusts.

624. Internal Auditing (3) F
Prerequisite: ACC 423
This seminar examines internal auditing concepts and proper internal controls for financial reporting and business operations along with compliance with applicable laws, regulations, and policies.

625. Fraud Examination (3) W
An in-depth look at fraud detection, prevention, investigation, management and resolution.

650. Governmental and Not-For-Profit Accounting (3) W
Prerequisite: ACC 314
Operation of the accounting structure and financial reporting for governmental and not-for-profit entities to include colleges and universities, medical care facilities, and social service agencies.

675. Accounting Research (3) As Needed
Prerequisite: ACC 314
This course is designed to introduce students to empirical thinking, empirical methods, and empirical writing in accounting.

684. Accounting Internship (3) F, W, S, Su
Selected students are assigned to obtain supervised practical work experience in many area accounting firms, banks, corporations, and various non-profit organizations.