Available on the Jackson and Germantown Campuses and Online

The MBA Program

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

Program Emphasis

The Union MBA offers a flexible course of study with entry points in August, October, January, March and June each year. Courses are offered either fully online or through a hybrid integration which blends online with face-to-face interaction. Combined, this gives working professionals and full-time students the ability to complete a top quality AACSB accredited MBA in 12, 18 or 24 months.

Courses in the Union MBA are taught by faculty who combine practical work experience with strong academic backgrounds. The combination of professional and academic qualifications provides a rich and relevant classroom experience for our graduate students.

There are twelve (3-hour) courses in the Union MBA. To complete the program, students may choose to complete the traditional MBA program, or obtain a concentration in Accounting, Human Resources, Leadership, or Marketing. Students may also choose a Thesis option to complete the MBA upon the approval of the Graduate Program Director.

Expected Outcomes

The program strives to achieve the following learning outcomes:
1. Each student will apply methods from a variety of disciplines to solve business problems.
2. Each student will demonstrate knowledge of the ability to lead in team situations—to motivate and influence others in order to achieve organizational goals.
3. Each student will be an effective communicator with the ability to prepare and deliver oral and written presentations using appropriate technologies.
4. Each student will be skilled in critical thinking and decision-making, as supported by the appropriate use of analytical and quantitative techniques.
5. Each student will demonstrate the ability to make personal and business decisions based on values informed by the Christian worldview.

Dual-Degree Options

Dual Degree options are offered in conjunction with the College of Nursing, the College of Pharmacy, and the School of Social Work. Interested students enrolled in either the Master of Science in Nursing, Doctor of Nursing Practice, Doctor of Pharmacy, or Master of Social Work 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., D.N.P., or MSW programs as approved respectively by the College of Pharmacy, College of Nursing and Health Sciences, or School of Social Work.

Dual Degrees may be obtained within the McAfee School of Business between the MBA and the Master of Accountancy (MAcc). Twelve (12) hours earned in the MBA program may be counted for the required MBA classes in the MAcc. Students would additionally be required to complete the 18-hour accounting component in order to earn the MAcc.

Plus 1 Year Graduate Business Option

Union undergraduate students may apply to graduate business programs as early as 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, undergraduate students may take up to 9 hours of graduate business courses within the program of their admission. Additional graduate hours may be taken upon approval of the Graduate Program Director. The 9 graduate hours are treated as regular undergraduate courses for tuition purposes when taken in the fall and spring semesters. Graduate courses taken in the summer and after graduation from the bachelor’s degree are charged at the normal graduate business tuition rate. Students will not be required to complete the graduate business program before receiving the B.S.B.A.

Admission Information

Regular Admission Requirements
1. Completed application for the MBA program, including payment of the application fee.
2. A bachelor’s degree from a regionally-accredited institution is the minimum requirement for regular admission to the MBA program. Applicants must provide official transcript(s) from the awarding institution showing award of the highest degree earned and any requested transfer credits.
3. Immunization Record (If attending ground-based courses).
4. Submission of an acceptable, recent (less than 5 years old) score on the Graduate Management Admission Test (GMAT) or the Graduate Record Examination (GRE).

Waiver of GMAT/GRE Requirement
Applicants may receive a waiver of the GMAT or GRE requirement if they meet one or more of the following conditions:
a. Applicants with a graduate degree earned from a regionally-accredited college or university.
b. Applicants with at least five years of professional or managerial business experience.
c. Students pursuing a dual degree at Union University in the Doctor of Pharmacy, the Master of Science in Nursing, the Doctor of Nursing Practice, or Master of Social Work programs.
d. Recent (5 years or less) graduates from Union University with the Bachelor of Science in Business Administration degree and a cumulative GPA of 3.0 or greater.
e. Recent (5 years or less) graduates from a regionally-accredited institution with a degree in a STEM (science, technology, engineering, mathematics) discipline.

Applicants must complete a request for waiver of the GMAT/GRE requirement during the application process. Requests for waiver will be considered by the Graduate Business Admissions Committee. If approved, the applicant will be admitted without the requirement to submit a GMAT or GRE score.

**Prerequisites**

While there are no pre-requisites to the MBA program, students are expected to have a working knowledge of economics, accounting, management and statistics before beginning MBA coursework. If a review of admissions application documentation by the Graduate Business Admissions Committee shows a deficiency in these areas, the Graduate Program Director may recommend or require the completion of preparatory courses, self-study, or other work prior to enrollment in MBA coursework.

**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 Graduate Program Director and the Graduate Business Admissions Committee. Students seeking conditional admission must apply in writing to the Graduate Program 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 program. The maximum number of semester hours that may be transferred to Union University and applied to the MBA degree is nine (9).

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 student 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 601, 610, 613, 620, 625, 628, 642, 648, 653 or 635 and one of the following tracks:
   A. MBA Track
      1. MBA electives—12 hours
      2. Human Resource Concentration—12 hours
         MBA 632, MBA 633, MBA 643, and one 3-hour MBA elective
      3. Accounting Concentration—12 hours
         Three MACC courses, excluding MACC 684—9 hours
         One 3-hour MBA elective
      4. Leadership Concentration—12 hours
         MBA 621, MBA 622, MBA 639, and one 3-hour MBA elective
      5. Marketing Concentration—12 hours
         MBA 636, MBA 637, MBA 638, and one 3-hour MBA elective
   B. MBA Thesis Track—12 hours
      1. MBA 690—3-6 hours
      2. MBA electives—6-9 hours

   **Dual-Degree Options**
   A. MSN/MBA Dual Track—12 hours
      1. NUR 528
      2. NUR 535
      3. NUR 548
      4. NUR 615
   B. DNP/MBA Dual Track—12 hours
      1. NUR 710
      2. NUR 715
      3. NUR 725
      4. NUR 730
   C. Pharm.D./MBA Dual Track—12 hours
      1. PHRM 700
      2. PHRM 735
      3. PHRM 744
      4. PHRM 765
      5. PHRM 772
      6. PHRM 759; Elective/Public Health
   D. MSW/MBA Dual Track—12 hours
      1. SW 623
      2. SW 631
      3. SW 650
      4. SW 660

   2. A minimum grade point average of 3.0 for the required course of study.
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.
5. All financial information is subject to change without notice.

Tuition is $635 per semester credit hour.
The following are non-refundable fees:
Application Fee: .................................................. $25
General Student Fee: ........................................... $23/hour

Financial Assistance
Financial aid information for graduate students is available on our website at www.uu.edu/financialaid/graduate/. Generally, graduate students may be eligible for Federal Direct student loans or private alternative student loans, depending on the program of study and the eligibility of the borrower. Union University is also 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 Office of Student Financial Planning as soon as possible after acceptance into a graduate program.

Course Descriptions: Graduate Business Programs

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.

602. Graduate Business Foundations (3) F, S, Su
A review of foundational concepts in financial accounting, microeconomics, management, and business statistics. This course may be satisfied with equivalent undergraduate coursework.

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)
Prerequisite: MBA 613
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.

632. Human Resource Management (3) S
This course explores the fundamental principles and function human resources including strategies for building and retaining a quality workforce. Throughout the course is a review of applicable employment laws and regulations impacting human resources.
633. Employee Training and Development (3) S
Employee Training and Development is an examination of the strategies and techniques of training systems, including needs assessment, motivation to learn, transfer of training, performance improvement, and the development of interpersonal skills as a means to satisfy both organization needs and personal career goals. This course likewise considers workforce management techniques related to the collective bargaining process, labor-management agreement, contract administration, labor union structure and goals, and the influence of external labor markets on labor relations.

634. Human Resource Strategy (3) F
Examines the strategic use of the human resources function at the corporate level including explorations of corporate espionage and sabotage prevention; executive compensation; business and HR strategy integration; international issues in HR; and change management.

635. Business Analytics (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.

636. Digital Marketing (3) F
This course provides an understanding of social media with a focus on best practices and business applications of this platform for communication.

637. Marketing Decision-Making (3) S
This course covers the theories, frameworks, concepts, and tools that identify the core elements that drive consumers and organizations to purchase/source products and services.

638. Selling Strategies (3) S
This course provides practical insight into the sales process including an understanding of the sales process and develops the skills necessary for success in the sales profession.

639. Executive Leadership (3) Su
This course examines the field of leadership within organizations at the executive level. Topics include leadership characteristics (e.g., IQ, personality), top management team dynamics, executive ethics, leadership development, networks, and inspirational/visionary leadership.

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)
Prerequisites: MBA 625
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 (0-2 each semester, 3 to 6 hours total)
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 advisor will work with the student to create a syllabus which will outline time and work expectations. This syllabus must be submitted to the Director of Research for consideration and approval prior to registration. Students will receive a letter grade for each separate enrollment of their thesis hours.

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

579PF. External Domestic Study Programs (Pass/Fail) As Needed
All courses and their applications must be defined and approved prior to registering.

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

580PF. Study Abroad Programs (Pass/Fail) As Needed
All courses and their application must be defined and approved prior to registering.

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)