

MASTER OF BUSINESS ADMINISTRATION

MCAFEE SCHOOL OF BUSINESS

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

The Union MBA offers a self-directed course of study with

teaching concepts while continuing to conduct and publish practical research.

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 Human Resource Management. Students may also elect to a Thesis option to complete the MBA upon the approval of the MBA and Research Director.

In addition to the MBA, the McAfee School of Business offers 12-hour graduate certificates in Human Resource Management, Marketing, and Leadership. These unique programs offer students the possibility for graduate business studies with only a 12-hour commitment. All 12 hours of the student's first certificate can apply towards a future MBA program at Union University should the student apply to the full program at a later date.

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 Options

Dual Degree options are offered in conjunction with the School of Nursing and the School of Pharmacy. Interested students enrolled in either the Doctor of Pharmacy, Master of Science in Nursing, 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 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.

Admission Information

Regular Admission Requirements

1. Official transcript(s) showing all course work, completion of baccalaureate degree(s), and all graduate credit previously attempted. Even if withdrawal occurred prior to earning credits and even if those credits do not apply to the current degree being sought, official transcripts must be sent from each institution.
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 in the following situations:

MBA & MACC:

- a. A student who holds a graduate degree earned from a regionally accredited college or university at the discretion of the MBA/Master of Accountancy Program Director. Additional information may be obtained from the Program Director.

MBA:

- b. Students pursuing a dual-degree with the Doctor of Pharmacy, the Master of Science in Nursing, or the Doctor of Nursing Practice.

MACC:

c. Union business majors possessing a 3.0 GPA.

- 4. If a student does not possess a business degree, they must complete MBA 602: Graduate Business Foundations. This course prepares non-business majors for entrance into the MBA program. The course is offered every term, and will satisfy all pre-requisites for the MBA program.
- 5. Immunization Record (Ground-Based Only)

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 grade point average, and the specific cause for conditional admission having been removed.

C. MBA Human Resources Track 12 hours

- 1. One of the following: MBA 621, 622, 630, 635, 640, 643, 684
- 2. MBA 632, 633, 634
- D. MSN/MBA Dual Track-12 hours
 - 1. NUR 528
 - 2. NUR 535
 - 3. NUR 548
 - 4. NUR 615
- E. DNP/MBA Dual Track-12 hours
 - 1. NUR 710
 - 2. NUR 715
 - 3. NUR 725
 - 4. NUR 730

B. 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

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.

- 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. 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.

- 1. 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.
- 2. FACTS payment plan. Please see details at www.uu.edu/admissions/financialinfo/facts/
- 3. 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.
- 4. All financial information is subject to change without notice.

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 610, 613, 620, 625, 628, 642, 648, 653 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

Tuition is \$575 per semester credit hour.

The following are non-refundable fees:

- Application Fee:..... \$25
- General Student Fee:..... \$20/hour

Financial Assistance

Financial aid information for graduate students is available on our website at <http://www.uu.edu/nancialaid/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: Master of Business Administration (MBA)

622. Social Issues in Management (3)

An examination of how business impacts societal stake(o)0.6 (

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.

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.

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) Su

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) Sp

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)

Pre-requisites: 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