

Master of Business Administration (MBA)



**GRACE COLLEGE & GRACE THEOLOGICAL
SEMINARY CATALOG 2024-2025**

Master of Business Administration (MBA)

Faculty

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Master of Business Administration Program Description

Program Distinctives

The Grace College MBA program encourages the study of business from a distinctly biblical perspective. We believe that as image bearers of God, we are designed to be both creators and cultivators who serve through stewardship of all creation. Among the first instructions in scripture were for man to subdue and have dominion over God's creation (Genesis 1:26, 28) and to work and keep God's garden (Genesis 2:15). These commands are further developed in other scripture passages and remain in effect to this day endowing the practice of business with theological significance.

The Grace College MBA program was intentionally created to be application oriented. Consistent with learning-by-doing, course assignments allow students to use concepts learned in their current employment setting. This allows students to quickly develop an initial proficiency with the concepts being covered in their class. It also allows students to demonstrate the value-added nature of the program.

These program distinctives are reflected in the program purpose statement and goals that follow.

Program Purpose Statement

The Grace College MBA program provides a curriculum and environment where current and future business professionals are transformed through the study of business from a distinctly biblical perspective. To pursue this purpose, emphasis will be put on ethical biblically based decision making, analyzing data to make functionally sound decisions and thinking from a strategic perspective.

Program Learning Outcomes

1. **Ethical/Biblical Decision Making:** Graduates will understand the ethical implications of business decisions and demonstrate the ability to apply biblically based ethical principles in complex business situations. learners will be able to make sense of the business landscape from an ethical and biblical perspective.
2. **Data Analysis:** Graduates will be proficient in data collection, analysis, and interpretation, utilizing quantitative and qualitative methods to inform strategic decision making.
3. **Strategic Thinking:** Graduates will be able to analyze complex business situations, develop strategic plans, and make informed decisions to achieve organizational goals from a biblical perspective.

Schedule

The program is typically 24 months in length, with students taking one course at a time during the fall, spring and summer sessions. (There are two 8-week sessions in both the fall and spring semesters, and two 6-week sessions during the summer semester.) New cohorts can begin at the beginning of any semester. Other starts may be possible and can be discussed with the MBA Program Director.

Delivery Formats

The MBA is an online program. The MBA Program Director can provide further details about the program.

Information regarding the technology and user-skill requirements for the online MBA program is available on the Office of Information Technology page of the institution's Web site.

Dual Degree Students

This program is eligible for the dual degree (blended) program under which traditional undergraduate students begin taking MBA courses during years 3 and 4 leading to both an Undergraduate degree and an MBA. The content in this catalog will apply to blended students as well as graduate students. For specific questions and logistics regarding the blended program, please contact the MBA Program Director.

MBA Program Admission and Completion Requirements

Admission Requirements

1. A completed baccalaureate degree.
2. A minimum undergraduate GPA of 2.75.
3. Submit one personal reference letter.
4. Submit completed MBA Application, official transcripts of all previous academic coursework, current resume, and current photograph.
5. Students who have a baccalaureate degree from outside of the business field will be required to demonstrate a basic level of business knowledge through an online assessment process. Any knowledge areas identified as needing enhancement will require additional online study until proficiency is met. This process should cost the student less than \$120.

To be considered for a given cohort, all application materials must be received three weeks prior to the beginning of the requested start semester.

Admission Requirements (Blended Degree Candidates Only)

1. A minimum of seventy-eight (78) undergraduate credit hours already completed.
2. A minimum undergraduate GPA of 3.00.
3. A written essay explaining the student's plan for integrating undergraduate and graduate workload, and other responsibilities.
4. Undergraduate Advisor Recommendation.
5. Submit completed MBA Application and official transcripts of all previous academic coursework (taken outside of Grace College).

To be considered for a given fall cohort, all application materials must be received by August 1.

Application Expiration Date

Applications will expire one year from the date the application was received for admission. If applicants do not enroll in the program within that time period, they will be required to complete a new application.

Degree Requirements

1. Students will complete 6 courses during each 12-month period, resulting in 12 courses in total.
2. Each course is 3 credit hours, resulting in 36 hours for the program.
3. A maximum of 9 credit hours may be transferred into the program from graduate programs at other institutions. For transfer credit to be granted, the course or courses must be substantially equivalent to a course or courses in the Grace College MBA program.

Degree Completion Policy

Students enrolled in graduate programs are allowed seven (7) years from the beginning of their coursework to complete all degree requirements. Students may be asked to repeat courses that were taken more than five years prior to completing the program curriculum at the discretion of the M.B.A Director.

Satisfactory Progress Policy

All students are required to maintain a GPA average of 3.0 (which is a B average) to continue in the MBA program. Students whose cumulative MBA GPA falls below 3.0 will move to a probationary status for one session. If their GPA still remains under a 3.0 average after the probationary session, they will be given the option of either retaking low-GPA courses to improve their overall GPA or of exiting the program.

Dual degree students must also maintain a 3.0 GPA in their undergraduate courses to continue in the program. Dual degree students whose overall undergraduate GPA falls below 3.0 will move to a probationary status for one session. If their undergraduate GPA remains below a 3.0 after the probationary session, they will have to stop taking MBA courses until their overall undergraduate GPA has returned to a 3.0 or higher.

Students who earn an "F" in an MBA course may not move on to the next course until the failed course has been successfully completed.

COURSES

First Year Courses:

- BUS 5100 Business Ethics
- BUS 5110 Managerial Economics
- BUS 5120 Human Resource Management
- BUS 5130 Operations Management
- BUS 5140 Marketing Management
- BUS 5160 Strategic Leadership

Second Year Courses:

- BUS 5200 Financial Management
- BUS 5210 International Business
- BUS 5220 Legal Environment of Business
- BUS 5230 Entrepreneurship
- BUS 5240 Business Policy
- BUS 5260 Managerial Statistics

COURSE DESCRIPTIONS

BUS 5100 Business Ethics

Biblical Business. Understanding business from a distinctly biblical perspective. This course provides learners with the opportunity to develop and apply a biblical ethic to business. As they complete this course learners will develop the capacity to understand business from a distinctly biblical perspective and to act on that understanding. Three credit hours.

BUS 5110 Managerial Economics

This course provides learners with the opportunity to understand particular business organizations and their environments from both an economic and a biblical perspective. As they complete this course learners will develop the capacity to analyze particular business organizations and their environments from both an economic and a biblical perspective and to act on that analysis. Three credit hours.

BUS 5120 Human Resource Management

This course provides learners with the opportunity to understand the effective use, development, and retention of human capital. Both economic and biblical insights will be utilized in this process. Three credit hours.

BUS 5130 Operations Management

This course provides learners with the opportunity to develop an understanding of activity-based management, lean manufacturing and total quality management. First, learners will develop the capacity to use activity-based management to understand processes within organizations. Second, learners will develop the capacity to use lean manufacturing and total quality management to act on that understanding as they manage and improve processes within organizations. Third, learners will consider insights from Scripture concerning efficiency, productivity and quality. Three credit hours.

BUS 5140 Marketing Management

This course is designed to provide the learner with an understanding of the complexities of decision making in the realm of managing the marketing function in an ever-changing environment. Analysis will be conducted on issues related to marketing strategy, customer relations, product development, pricing, distribution, promotion and ethical issues. Case

analysis will be used toward application of conceptual knowledge and the formation of a systematic way of analyzing and determining appropriately ethical decisions for complex real-world issues. Three credit hours.

BUS 5160 Strategic Leadership

This course introduces the key concepts, tools, and principles of strategy formation and competitive analysis. It is concerned with managerial preparation, decisions, and actions that affect the performance of organizations. The course is focused on information, analyses, skills, and the business judgement leaders use to maximize long-term potential in the reality of a changing world. Three credit hours.

BUS 5200 Financial Management

Using financial information effectively. Understanding and acting on the information in financial statements and other accounting reports.

This course provides learners with the opportunity to develop and act on an understanding of finance. In pursuit of these goals, learner activities focus on four key concepts: 1) the realized return of external investors is directly related to the realized outcome of internal management decisions and activities, 2) organizations use financial statements to summarize the realized outcomes of management decisions and activities and to communicate that information to investors and other external parties, 3) the financial accounting model depicts how the individual financial statements fit together and allows managers, investors and other interested parties to fully access the information contained in those statements, and 4) risk is inherent in economic activity so the expected return from any activity must sufficiently compensate for assuming the related risk. In the course learners also explore how to evaluate financial information on organizational activities using insights from Scripture. Three credit hours.

BUS 5210 International Business

Navigating the international landscape. Factors requiring special attention when firms cross national boundaries.

This course provides learners with the opportunity to develop an understanding of the international landscape. Acting on that understanding, learners then develop the capacity to formulate plans that allow businesses to effectively navigate the international landscape. The international landscape will be viewed from trade, productivity, monetary and biblical perspectives. Three credit hours.

BUS 5220 Legal Environment of Business

This course deals with basic legal principles, which control modern business transactions. Such topics to be covered will be contracts, employment law, intellectual property, torts, corporate structures, and international issues relating to those topics. Three credit hours.

BUS 5230 Entrepreneurship

This course provides learners with the opportunity to develop an understanding of entrepreneurship, focusing on its visionary, creative, and risk-taking dimensions. On the visionary dimension, learners will understand that products, services and processes must first be imagined before they can be created. On the creative dimension, learners will understand that the vision of a product, service or process to a reality is an uncertain, risky proposition with no guarantee of technical or financial success. From the perspective of Scripture, learners will consider how the entrepreneurial capacity present in humans evidences their creation in the image of the ultimate Creator. Three credit hours.

BUS 5240 Business Policy

This course provides learners with the opportunity to understand organizations from a comparative advantage based strategic perspective. Consistent with that understanding learners develop the capacity to formulate and implement strategies that capitalize on and further develop an organization's comparative advantage. This process of capitalizing on and further developing an organization's comparative advantage will be evaluated using the concept of stewardship found in Scripture. Three credit hours.

BUS 5260 Managerial Statistics

Students will apply statistical and quantitative approaches to solving business problems. Coverage includes probability, descriptive statistics, normal distributions and Z-scores, histograms, correlations and regression. Three credit hours.

Community Lifestyle Pledge

Students agree to show respect for the faith commitment that Grace practices and agree to abide by certain of the institution's community guidelines (avoidance of disrespecting others, sexual misconduct, illegal drugs, gambling, coarse or obscene language, tobacco, alcoholic beverages, and such conduct) while on campus or engaged in Grace activities. The student understands that this extends to any advocacy initiatives in which the individual might participate while a Grace student.

Notice of Nondiscrimination

Grace College and Seminary is a private, not-for-profit, faith-based exempt organization as described in Section 501 (c) 3 of the Internal Revenue code. In compliance with applicable federal and state laws, Grace College and Seminary does not discriminate on the basis of race, color, national origin, age, sex, or disability in its administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs and activities, or in employment.

The following person has been designated to handle inquiries regarding the Notice of Nondiscrimination:

Carrie Yocum, Title IX Coordinator and VP of Administration and Compliance
Grace College and Seminary
McClain 102
1 Lancer Way
Winona Lake, IN 46590
yocumca@grace.edu
574-372-5100 x6491

Inquiries may also be addressed to the U.S. Department of Education's Office for Civil Rights at 400 Maryland Avenue, SW, Washington, DC 20202-1100.

Note about the Catalog

Each program at the institution maintains a catalog in which basic academic information related to the program's goals, expectations, admission, policies, accreditation, and other pertinent information is described. This applies to undergraduate, non-traditional (e.g., online, adult degree completion), graduate, and seminary programs.

Grace makes every attempt to provide information that, at the time of publication, most accurately describes the policies, procedures, and requirements of the institution and its individual programs.

The provisions of the academic catalogs are, therefore, to be considered a guide and not to be regarded as a contract between any student and the institution. Course content and institutional policies governing admissions, tuition, and campus life are under constant review and revision.

Grace reserves the right to change any statement contained within the catalog at any time and without prior notice including academic provisions, policies, or requirements (e.g., modifications to classes, fees, personnel, academic policies, and programs) and the right to withdraw or amend the content of any courses described in the catalogs as may be required or desirable by circumstances. Grace will, however, make every attempt to give students reasonable prior notice to changes in policies and other catalog content when possible and rarely implements policy changes during an academic year.

Courses of study for non-traditional, graduate, and seminary programs and check sheets for undergraduate students may undergo revisions; however, these are typically implemented in the fall of the new academic year.

All students are expected to be familiar with the catalog(s) associated with their selected program(s) of study with the understanding that policies and procedures of their selected program(s) may change from year-to-year. The current year's catalog should, in most situations, be considered the catalog applicable to the student.

In some programs, students are asked to acknowledge in writing their receipt of the program's catalog.

Changes to an academic catalog that are necessary following the start of the fall semester will be noted as an addendum to the original catalog.

Archived catalogs are maintained on the institution's Web site.

It is each student's responsibility to schedule regular meetings with his or her academic advisor and to be knowledgeable about institutional requirements, academic regulations, and calendar deadlines specified in the catalogs and academic program publications. Students should read the catalog carefully and consult with an advisor to determine how these policies relate to their individual circumstances.

Contact

For additional information about admission requirements or course enrollment and completion, please contact the School of Professional and Online Education, Grace College, 1 Lancer Way, Winona Lake, IN 46590 (telephone: 888.249.0533) or email online@grace.edu. For more information, visit: <https://online.grace.edu/>