

MASTER OF BUSINESS ADMINISTRATION

PROGRAM (33 CREDITS)

The Master of Business Administration will help students become more effective managers and executives in business by providing a framework for understanding business systems and for developing system-wide strategies. Taught from a Christian worldview, the curriculum equips students with business leadership principles and practices that will serve them in their current employment and maximize their future career potential.

PROGRAM REQUIREMENTS

MOL	501	Foundations in Leadership	3 cr
MOL	505	Human Resource Management	3 cr
MOL	515	Data Analytics	3 cr
MOL	620	Communications, Marketing, and Community Relation	3 cr
MOL	625	Finance for the Executive Leader	3 cr
MOL	630	Strategic Planning and Organizational Change	3 cr
MOL	655	Business Law	3 cr
MOL	656	Operations Management	3 cr
MOL	690	Business Administration Capstone Project	3 cr
Elective		Any MOL course	3 cr
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PROGRAM STUDENT LEARNING OUTCOMES

1. Communicate in writing and through presentations and academic research that addresses critical issues business administration.
2. Assess various business theories and explain the impact those theories and models have on the development of a business.
3. Students will analyze their own business management style and develop steps in which to more effectively lead and manage businesses.
4. Define, articulate and embrace a personal philosophy of servanthood, integrity, ethics, and business management that is grounded in a Judeo-Christian worldview and values system.
5. Students will demonstrate business knowledge, capabilities, and characteristics to positively impact the marketplace

COURSE DESCRIPTIONS

MOL 501 Foundations in Leadership 3 credits

This course will provide an overview of leadership theories and examine leadership from three perspectives: the personal side of leadership, leading others, and leading organizations. Particular attention will be given to personal leadership development strategies, servant leadership, and leading with a biblical worldview.

MOL 505 Human Resource Leadership 3 credit

This course examines the organizational human resource function and contemporary techniques for managing human resources, giving particular attention to the manager/leader as strategic partner, employee champion, administrative expert, and change agent. Case Studies will be utilized to discuss such topics as discrimination, diversity, gender issues, generational differences, and maximizing the potential of employees.

MOL 515 Data Analytics 3 credits

This course examines the development and use of systems for information and knowledge management for individuals, teams and enterprises. The transformative process of gathering and analyzing data to provide information which contributes to the knowledge necessary for decision support (non-financial) will be emphasized. Business analytics and tools will be reviewed including assessment methods, measurements, statistical analysis, data mining techniques, visual presentation, and critical thinking techniques for decision making. The process as well as tools will be applied to the support of daily operations within organizations and the measurement and analysis of organizational performance. Additionally, the governance of data, information, and knowledge including security will be discussed.

MOL 620 Communications, Marketing and Community Relations 3 credits

This course discusses the role of public relations in customer relations, stakeholder communications, and business development. Two key areas receive special focus: 1) Emphasis on an integrated approach with other marketing tools and the importance of ethics and integrity in public communication about the organization and its products and services, and 2) Exploration of concepts that are essential and adaptable to organizations of any size or type, including nonprofits, government, small businesses, and corporations.

MOL 625 Finance for the Executive Leader 3 credits

This course examines the requirements of an effective financial accounting and reporting system and the interpretation of financial reports for proprietary, non-profit, and governmental organizations. Explores decision processes and models for evaluating finance-related options, investing and managing cash, managing and preventing risk, and allocating financial, human, and capital resources. Explores the use of focus groups decision matrices, control charts, and other tools to investigate problems, analyze data and information, and identify potential solutions.

MOL 630 Strategic Planning and Organizational Change 3 credits

This course explores the role of leadership in leading organizational change through strategic thinking and strategic planning. Vision, mission, values, organizational culture, are emphasized. Students will also learn the reasons for resistance to change and to successfully overcome them and navigate the organization through the process of change. Various kinds of strategies and controls used to develop the organization's direction to achieve success are also addressed.

MOL 655 Business Law 3 credits

This course prepares students for leadership in business by focusing upon improving legal literacy by examining the legal environment and considering potential legal issues in the business world and how law affects all aspects of business.

MOL 656 Operations Management 3 credits

This course reviews the management of operations in manufacturing, service, non-profit and government organizations. Topics include a review of the activities and responsibilities of operations management, the tools and techniques available to assist in running the operation, and the factors considered in the design of the system.

MOL 690 Business Administration Capstone Project 3 credits

This capstone course offers students an opportunity to think critically and reflectively about what they have learned in the program. Utilizing online discussions, independent research materials, and peer and faculty feedback, students will be guided through a process to develop a final project demonstrating a mastery of program content.