

Master of Business Administration (MBA)



**GRACE COLLEGE & GRACE THEOLOGICAL
SEMINARY CATALOG 2025-2026**

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 placed 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.

Program Concentrations

Within the MBA, Grace College offers several areas of study or concentrations. These concentrations include Financial Planning, Finance, Healthcare Administration, Strategic Leadership & Culture, Non-Profit Management, and a General MBA option. These programs are all taken fully online.

Each program of study contains 9 core courses:

- BUS 5050 MBA Foundations
- BUS 5120 Human Resource Management
- BUS 5130 Operations & Supply Chain Management
- BUS 5140 Marketing Management
- BUS 5160 Strategic Leadership
- BUS 5200 Financial Management
- BUS 5220 Legal Environment of Business
- BUS 5265 Data Analytics
- BUS 5550 Capstone

Students then select from the following concentrations:

Financial Planning

- BUS 5440 Financial Markets & Investing
- BUS 5610 Financial Planning
- BUS 5620 Risk Management, Taxes & Regulations
- BUS 5630 Investments & Human Behavior

Finance

- BUS 5440 Financial Markets & Investing
- BUS 5450 Financial Statement: Analysis & Valuation
- BUS 5460 FinTech and Current Issues in Finance
- BUS 5610 Financial Planning

Healthcare Administration

- BUS 6110 Foundations of the US Healthcare System
- BUS 6120 Healthcare Management
- BUS 6130 Data Analysis for Healthcare Management
- BUS 6140 Healthcare Finance

Strategic Leadership & Culture

- BUS 5710 Executive Leadership
- BUS 5720 Organizational Strategy
- BUS 5730 Innovation & Technology
- BUS 5740 Managing Strategic Transformations

Non-Profit Management

- BUS 5710 Executive Leadership
- NPM 5030 Obtaining & Managing Resources for Non-Profits
- BUS 5820 Regulations & Financial Considerations for Non-Profits
- NPM 5050 Marketing, Communication & Special Topics for Non-Profit Organizations

General MBA

Students in the General MBA option select four electives from the following:

- BUS 5610 Financial Planning
- BUS 5620 Risk Management, Taxes & Regulations
- BUS 5630 Investments & Human Behavior
- BUS 5710 Executive Leadership
- NPM 5030 Obtaining & Managing Resources for Non-Profits
- BUS 5820 Regulations & Financial Considerations for Non-Profits
- NPM 5050 Marketing, Communication & Special Topics for Nonprofit Organizations
- BUS 5720 Organizational Strategy
- BUS 5730 Innovation & Technology
- BUS 5740 Managing Strategic Transformations

Orthopedic MBA

In addition to the concentration areas, Grace College offers an Orthopedic MBA. This program was created in conjunction with partner companies from within the orthopedic industry and provides a unique focus that should help prepare graduates for work in this industry. There is more information on the Orthopedic MBA below.

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 start dates 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 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.
4. Students must have a cumulative GPA of 3.0 in the MBA Program in order to graduate.

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 below 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 5050 MBA Foundations:** Introduction to key business concepts and biblical principles for ethical decision-making. 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 & Supply Chain Management:** This course provides learners with the opportunity to develop an understanding of activity-based management, lean manufacturing, and total quality management, incorporating 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 managing the marketing function in an ever-changing environment, with a focus on ethical issues and case analysis. Three credit hours.
- **BUS 5160 Strategic Leadership:** This course introduces the key concepts, tools, and principles of strategy formation and competitive analysis, focusing on managerial preparation and business judgment in a changing world. Three credit hours.

Second Year Courses:

- **BUS 5200 Financial Management:** This course provides learners with the opportunity to develop and act on an understanding of finance, focusing on financial statements, risk, and biblical insights for evaluating financial information. Three credit hours.
- **BUS 5220 Legal Environment of Business:** This course deals with basic legal principles controlling modern business transactions, including contracts, employment law, intellectual property, torts, corporate structures, and international issues. Three credit hours.
- **BUS 5265 Data Analytics:** Students will apply statistical and quantitative approaches to solve business problems covering probability, descriptive statistics, normal distributions, Z-scores, histograms, correlations, and regression. Three credit hours.

- **BUS 5550 Capstone:** The capstone course allows students to apply all knowledge obtained in the context of their chosen concentration. Students will complete a final project and present it to their class. Three credit hours.

Concentration Courses:

Financial Planning

- **BUS 5440 Financial Markets & Investing:** This course teaches how to manage investment risks and make informed decisions to build and protect wealth, covering portfolio decisions, debt-equity balance, and risk mitigation strategies. Three credit hours. (Learn more at rize.pub/FIMBA-II.)
- **BUS 5610 Financial Planning:** This course takes you through the financial planning process, including long-term planning and planning for crisis situations. Students will draft an entire financial plan and evaluate all risks and concerns that clients must be aware of. Three credit hours. Learn more at rize.pub/FIMBA-II.
- **BUS 5620 Risk Management, Taxes & Regulations:** This course provides a comprehensive examination of the interconnected disciplines of risk management, taxation, and regulatory compliance, emphasizing their critical roles in shaping business strategy in today's dynamic global markets. Three credit hours.
- **BUS 5630 Investments & Human Behavior:** This course delves into the rapidly evolving field of behavioral finance, exploring how cognitive biases, emotions, and social influences impact financial decision-making at both individual and institutional levels. Three credit hours.

Finance

- **BUS 5440 Financial Markets & Investing:** This course teaches how to manage investment risks and make informed decisions to build and protect wealth, covering portfolio decisions, debt-equity balance, and risk mitigation strategies. Three credit hours. Learn more at rize.pub/FIMBA-II.
- **BUS 5450 Financial Statement: Analysis & Valuation:** Through financial statement analysis, financial ratio analysis, risk assessment, pro forma financial statements, and advanced valuation techniques like DCF and comparable company analysis, students will gain the quantitative expertise to make informed investment decisions. Three credit hours. Learn more at rize.pub/FIMBA-III.
- **BUS 5460 FinTech and Current Issues in Finance:** This course explores disruptors like blockchain and cryptocurrency, enabling students to evaluate and

capitalize on opportunities in decentralized finance and lead discussions on cutting-edge technologies. Three credit hours. Learn more at rize.pub/FIMBA-IV.

- **BUS 5610 Financial Planning:** This course takes you through the financial planning process, including long-term planning and planning for crisis situations. Students will draft an entire financial plan and evaluate all risks and concerns that clients must be aware of. Three credit hours. Learn more at rize.pub/FIMBA-II.

Healthcare Administration

- **BUS 6110 Foundations of the US Healthcare System:** This course prepares aspiring healthcare system managers to analyze the economic impact of policy changes and tackle challenges such as hospital mergers, new payment models, regulated drug prices, and Medicaid insurance bids. Three credit hours. Learn more at rize.pub/HAMBA-I.
- **BUS 6120 Healthcare Management:** This course focuses on management principles and practices that create successful healthcare organizations, covering strategic analysis, workforce management, and ethical leadership. Three credit hours. Learn more at rize.pub/HAMBA-II.
- **BUS 6130 Data Analysis for Healthcare Management:** This course explores effective management and integration of data-driven decisions in healthcare, enabling students to strategize and communicate data insights for ethical impact. Three credit hours. Learn more at rize.pub/HAMBA-III.
- **BUS 6140 Healthcare Finance:** This course covers financial statement analysis, cost accounting, capital budgeting, and financial modeling, equipping future managers to make informed decisions in healthcare financial management. Three credit hours. Learn more at rize.pub/HAMBA-IV.

Strategic Leadership & Culture

- **BUS 5710 Executive Leadership:** This course prepares aspiring and current leaders for the complex challenges of today's global business environment, focusing on strategic, interpersonal, and ethical dimensions of leadership. Three credit hours.
- **BUS 5720 Organizational Strategy:** This course equips students with the theoretical frameworks and analytical tools to design, implement, and evaluate strategies that drive long-term success and competitive advantage. Three credit hours.

- **BUS 5730 Innovation & Technology:** This course explores the role of innovation and technology in shaping modern organizations, enabling students to lead transformation initiatives in a digital landscape. Three credit hours.
- **BUS 5740 Managing Strategic Transformations:** This course provides a framework for diagnosing the need for transformation, designing robust strategies, and executing change initiatives with precision. Three credit hours.

Non-Profit Management

- **BUS 5710 Executive Leadership:** This course prepares aspiring and current leaders for the complex challenges of today's global business environment, focusing on strategic, interpersonal, and ethical dimensions of leadership. Three credit hours.
- **NPM 5030 Obtaining & Managing Resources for Non-Profits:** This course equips students with skills to attract funding, manage resources, and create sustainable value aligned with non-profit missions, covering fundraising strategies and donor relationship management. Three credit hours.
- **BUS 5820 Regulations & Financial Considerations for Non-Profits:** This course examines the legal, tax, and financial landscapes governing non-profit operations, emphasizing compliance and strategic financial planning. Three credit hours.
- **NPM 5050 Marketing, Communication and Special Topics for Non-Profit Organizations:** This course integrates marketing principles with communication strategies, teaching students to build compelling brand narratives and engage stakeholders using modern digital tools. Three credit hours.

General MBA

Students select four electives from the courses listed above under Financial Planning, Finance, Strategic Leadership & Culture, and Non-Profit Management concentrations.

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/>