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THE SAU CONCEPT

Spring Arbor University is a community of learners distinguished by our lifelong involvement in the study and application of the liberal arts, total commitment to Jesus Christ as the perspective for learning, and critical participation in the contemporary world.
As a Spring Arbor University online student, your growth and success – academically, professionally and personally – are our focus. Even though you may not be physically present on campus, you are part of a community of learners that is distinguished by our lifelong involvement in the study and application of the liberal arts, a total commitment to Jesus Christ as the perspective for learning, and critical participation in the contemporary world.

As leaders in adult online education, we understand that you need flexibility and support. That is why I encourage you to fully engage with your fellow students, faculty and your student success advisor. Each will enrich your academic experience in ways you never imagined possible.

You are here to receive a quality education and to advance your career. Keep these goals top of mind as you engage in critical thinking by asking questions in your pursuit of wisdom. Demonstrate your personal commitment to responsible, ethical leadership and effective communication through the original work you do here. Remember, the skills, knowledge and abilities you gain as a Spring Arbor University student will serve you well long after you have completed your degree.

We appreciate your interest in Spring Arbor University and wish you the best in your academic endeavors.

Dr. Brent Ellis
President
About SAU Online

Since 1873, Spring Arbor University has helped students pursue wisdom by offering an education grounded in the Christian faith. What began as a small elementary and secondary school in the late 1800s has evolved into a premier private Christian university that offers engaging online programs designed to meet the unique needs of busy, working adults. While we’re not the only university to offer online degree programs, our distinction lies in our total commitment to providing educational excellence within a Christ-honoring and supportive online community.

Christian Universities Online's article “50 Best Value Christian Colleges and Universities” ranks SAU as the fifth best value nationwide and second best in the Midwest.

Christian Universities Online named Spring Arbor University in their Best Online Christian Graduate Schools Guide.

U.S. News & World Report ranks Spring Arbor University in the top tier of the “Midwestern Regional Universities” category of colleges and universities.

Spring Arbor University is ranked No. 5 in the Top 20 Online MSN Programs 2015 by Best Value Schools

Ranked by The Economist as No. 1 in economic value for Christian universities in Michigan and No. 2 for all universities in Michigan.

Collegesofdistinction.com named SAU a College of Distinction. This means that SAU has engaged students, great teachers, a vibrant community, and successful outcomes.

“What a blessing it is to be an SAU graduate student. Not only am I investing in my future and in the development of my career, but I am surrounded by a community of mentors and scholars who are also committed to integrating Christ’s love into today’s business world.”

Chelsea Page, MBA

A full list of awards and recognition can be found at online.arbor.edu/awards-and-recognition
Accreditation

The Higher Learning Commission (HLC) – All degrees offered by Spring Arbor University are accredited by The Higher Learning Commission, 30 N. LaSalle St., Suite 2400, Chicago, IL. 60602. 1.800.621.7440.

Spring Arbor has been approved by the Michigan Department of Education to offer online reading courses for elementary and secondary teachers that are required by Michigan law for initial certification renewal. The courses are EDU 624 for elementary and EDU 625 for secondary.

Commission on Collegiate Nursing Education (CCNE) – Spring Arbor University’s Bachelor of Science in Nursing (BSN) and Master of Science in Nursing (MSN) programs are accredited by the Commission on Collegiate Nursing Education, One Dupont Circle, NW Suite 530, Washington, DC 20036.

State Authorization
SAU is authorized to offer online education across the nation with the exception of WI.

Awards and Recognition

As the popularity of online degree programs grows, the number of schools offering online degrees grows as well. When researching online schools to earn your degree, you want to make sure you are looking only at accredited colleges. Accreditation is important because it means the university is held up to a certain standard. You also will want to compare the school’s rankings and any recognition awarded by third-party sources. This way, you’re getting a quality education that is recognized for its student satisfaction, instructional quality, and credibility.

Spring Arbor University Online offers highly-ranked, highly-respected educational programs for busy adults. In addition to being accredited by the Higher Learning Commission, we’ve received numerous awards and rankings for our degree programs. See below for recent rankings and awards.

- Ranked in U.S. News Best Colleges: Regional Universities Midwest Rankings
- Ranked in the 50 Best Christian Colleges and Universities*
- Named in the Best Online Christian Graduate Schools Guide*
- Named in the 50 Most Affordable Christian Colleges in the U.S.*
- Ranked by The Economist as No. 1 in economic value for Christian universities in Michigan and No. 2 for all universities in Michigan.

*Christian Universities Online
Student Support

SAU Online is a pioneer and leader in adult online education. We understand your needs, and we welcome you with an online environment specifically created to enhance your strengths and support your journey.

■ An Admissions Representative will help you choose a program that best fits your needs and walk you through the admissions process.

■ Our Financial Aid Staff will give you accurate information on financial resources, based on your specific needs and circumstances.

■ You will have direct access to SAU’s highly acclaimed instructors.

■ Upon acceptance, you will be assigned your own Student Success Coach, who will be your personal concierge from day one to graduation day.

■ Our Tech Support Team will help you with any technical issues you may have.

■ Throughout your program, you’ll enjoy rich opportunities to strengthen your walk with God, build your professional network, master subjects in your sphere of influence and build lifelong friendships with fellow Christians around the world.

■ A Graduate Career Advisor will help you develop a career plan and will notify you of opportunities, experiences and resources related to your career plan.

■ You are assigned an Academic Advisor when you are accepted who will recommend schedules, monitor your progress, answer program-related questions and direct you to appropriate support services.

WHEN DO CLASSES START?

Most classes have six start dates per calendar year. To see start dates for your program, go to online.arbor.edu or call an Admissions Representative at 1.844.621.0900.
SAU Online Programs

Spring Arbor University offers affordable, accredited, Christ-honoring online degrees designed to broaden your professional reach, enrich your faith and make you more marketable in your sphere of influence. As an SAU Online student, you enjoy an engaging curriculum that prepares you to pursue a more purposeful career with confidence. It’s a fully integrated approach to online education that’s specifically designed to inform and transform the mind, body and spirit of adult learners.

Online Learning Community

Spring Arbor University understands the importance of having an online support network. In addition to instructors, staff and peers who know exactly what it’s like to be an adult online learner, you are assigned your own Student Success Coach who works with you on work-life balance, personal and professional development, career goals and more.

From the comfort of your own home, you can submit assignments, take tests and review class resources. You can also enjoy engaging podcasts, interesting threaded discussions and thought-provoking videos that transform you in ways you never thought possible.

Keeping you connected is our priority, which is why we offer so many ways to keep in touch – email, chat, discussion boards, live audio-conferencing, a state-of-the-art learning management system, iTunesU® and more.

Financial Aid

There are many different sources of financial aid available to those who qualify at Spring Arbor University Online. We will work with you to identify the financial benefits for which you may qualify, including state and federal aid, military discounts and tax benefits.
Business professionals who strive for a purpose higher than profit maximization achieve greater results. From small-business entrepreneurs to corporate executives on Wall Street, the people who make the most profound differences are those who stand on principles of service and positively impact people and communities by their actions.

Developed and delivered by the faculty of the Gainey School of Business, SAU Online provides a unique experience for students to consider how their purpose-driven contributions may help restore the dignity of the business profession in today’s organizations.

Suited to fit you, this 36-credit MBA offers concentrations in Healthcare Administration, Human Resource Development, Management, Organizational Consulting and Strategic Leadership and can be completed online in as few as 18 months.

**PROGRAM OVERVIEW:**
- Total Credit Hours: 36
- Tuition Per Credit: $690
- Total Tuition: $24,840
- Application Fee: $40/sem
- Registration Fee: $40/sem
- Technology Fee: $105/sem
# Master of Business Administration Online Curriculum

## MBA Core Courses
- MBA060 MBA Orientation (0)
- MBA617 Leadership in Business (4)
- MBA631 Accounting for Managers (4)
- MBA622 Statistics for Business Managers (4)
- MBA661 Marketing for Managers (4)
- MBA607 International Business (NYC trip) (4) or MBA607A International Business (no trip) (4)
- MBA688 MBA Capstone Study (4)

## Healthcare Administration Concentration
- MBA641 Trends in Healthcare Administration & Management (4)
- MBA642 Managerial Finance in Healthcare (4)
- MBA643 Managing Quality in Healthcare (4)

## Human Resource Development Concentration
- MBA648 Human Resource Development (4)
- MBA651 Management of Organizational Behavior (4)
- MBA647 Workplace Learning and Professional Development (4)

## Management Concentration
- MBA654 Strategic Planning & Management (4)
- MBA648 Human Resource Development (4)
- MBA651 Management of Organizational Behavior (4)

## Organizational Consulting Concentration
- MBA647 Workplace Learning and Professional Development (4)
- MBA657 Strategic Leadership (4)
- MBA658 Organizational Consulting (4)

## Strategic Leadership Concentration
- MBA654 Strategic Planning & Management
- MBA657 Strategic Leadership
- MBA651 Management of Organizational Behavior

## Organizational Consulting Concentration
- MBA647 Workplace Learning and Professional Development (4)
- MBA657 Strategic Leadership (4)
- MBA658 Organizational Consulting (4)

## Master of Business Administration Curriculum Descriptions - Core Courses

**MBA060 MBA Orientation (0)**
Introduces students to Spring Arbor University and the Gainey School of Business MBA program. Familiarizes students with the Blackboard learning management system that supports learning through electronic access to learning materials from virtually anywhere, connects the learning community, and promotes collaboration. Students practice using Blackboard tools, interact with peers, monitor course progress and grades, and obtain feedback from an instructor through Blackboard.

**MBA617 Leadership in Business (4)**
Introduces students to leadership in business administration as a foundation for effective management of the organization. Explores leadership from the perspective of the practicing manager and focuses on individual, group, and organizational leadership. Covers the nature of leadership, leading change, leadership effectiveness, leadership development, and traditional and emerging leadership theories. Special emphasis is placed upon self-leadership and professional leadership assessment of personal strengths and weaknesses in handling specific managerial issues and responsibilities.
Master of Business Administration Curriculum Descriptions - Core Courses

■ MBA631 Accounting for Managers (4)
Introduces students to the fundamental concepts and principles of accounting as a discipline to support managerial decision making in businesses. Examines the use of information for data-driven decision making, including organizational level performance measurements. Covers financial ratio calculations and analysis, preparation of financial statements, taxes, accounting liquidity, contribution margin, budgeting, and auditing issues.

■ MBA622 Statistics for Business Managers (4)
Introduces students to data driven decision making using a statistical thinking framework. Emphasis placed upon the use of statistical data for identifying, understanding, interpreting, and solving business scenarios and issues. Develops skills necessary to identify business problems, collect data following appropriate protocols and methods, and analyze data using statistical techniques.

■ MBA661 Marketing for Managers (4)
Introduces the principles of service and stewardship through marketing management. Focuses on developing an understanding of the role of markets and marketing from an economic thinking perspective including an analysis of product markets and developing marketing strategies that will provide sustainable competitive advantage. Special emphasis is placed upon the integration of concepts, principles, and techniques of marketing through application within client organizations. Topics include: customer value and satisfaction, market research and surveys, marketing segmentation differentiation, positioning, and the development and execution of marketing plans.

■ MBA607 International Business (NYC trip) (4)
Introduces key aspects of contemporary international business management and implications of international business on organizational strategy, structure, and function. Coverage includes ethics in business, country differences, trade and investments, global monetary systems, and competition in a global marketplace. Topics include Poverty Cure, human rights, global human resource development, conference environment papers, and group presentations. As a part of the MBA607 course, students attend an International Business Summit as part of a four-day trip to New York City. The university covers the costs of accommodations (i.e., hotel, food) to participate in the summit. Students are responsible for travel arrangements and expenses.

or

■ MBA607A International Business (no trip) (4)
Introduces key aspects of contemporary international business management and implications of international business on organizational strategy, structure, and function. Coverage includes ethics in business, country differences, trade and investments, global monetary systems, and competition in a global marketplace. Topics include Poverty Cure, human rights, global human resource development, and conference environment individual presentations, peer reviews, and critiques.

■ MBA688 MBA Capstone Study (4)
The MBA capstone experience emphasizes the integration and application of acquired knowledge and skills from the MBA core and concentration curriculum. Focuses on the identification of a group/work unit/team or organizational level issue, problem, or opportunity, as well as the proposed solution to improve organizational performance. Students will conduct an organizational assessment, review of the literature, explain the issues using appropriate concepts and theories, create a proposal to address the problem, and develop a final business consultancy report and presentation. The student works with a real organization/client, and the client provides an assessment of the students performance and contribution to the organization.
MBA Curriculum Descriptions - Healthcare Administration Concentration

Develops management knowledge and skills necessary for healthcare professionals and builds business acumen required for effective healthcare leadership. The concentration courses focus on the complexities and trends in the healthcare industry by focusing on contemporary issues in healthcare administration, policy, economics, quality, and strategy in healthcare management.

- **MBA641 Trends in Healthcare Administration & Management (4)**
  Addresses contemporary issues in the field of healthcare and the factors influencing the structure, delivery, and financing within health care systems. Examines the roles of various health care institutions and professional groups providing health services. Covers emerging trends that impact healthcare in the U.S. as well as the leadership challenges associated with healthcare administration. Special emphasis on making informed decision related to healthcare administration and management topics that concern modern healthcare administrators.

- **MBA642 Managerial Finance in Healthcare (4)**
  Examines the fundamentals of financial management in the healthcare sectors. Prepares nonfinancial healthcare professionals with skills necessary to manage and control costs while simultaneously investing resources in strategic opportunities. Focuses on the use of financial analysis techniques, financial reasoning, and financial tools for effective decision making and planning in a healthcare setting. Special emphasis on financial liquidity, solvency, and measuring efficiency of healthcare organizations using key ratio information.

- **MBA643 Managing Quality in Healthcare (4)**
  Identifies the principles of quality improvement necessary for creating a quality culture in healthcare. Examines tools and methods of planning and implementing quality improvement initiatives in healthcare. Addresses both clinical improvements related to the delivery of quality patient care and process improvements related to the processes necessary in supporting the delivery of quality patient care. Special emphasis on methodology for improving quality in healthcare organizations, process improvement tools and measurement systems, Six Sigma, lean management techniques, and medical informatics.
MBA Curriculum Descriptions - Human Resource Development Concentration

Develops knowledge and skills necessary to leverage organizational human resources to improve individual performance and enhance organizational effectiveness. Strengthen skills in problem solving, strategic thinking, and critical analysis necessary for identifying and solving human related issues within an organization. Prepares students to promote employee and organizational growth through individual and organizational learning.

- **MBA647 Workplace Learning and Professional Development (4)**
  Explores the major issues relevant to workplace learning and development. Develop skills in needs analysis, learning and development methods, method selection, development plans, and assessment. Covers adult learning theory, knowledge, and development. Emphasizes principles of traditional and contemporary approaches to workplace learning and development in organizations. Special emphasis on the practical application of learning development methods and assessments to ascertain factors influencing effective workplace learning strategies.

- **MBA648 Human Resource Development (4)**
  Explores major issues of managing human resources. Develops skills in assessing human resource needs for career development and organizational effectiveness. Covers principles of adult learning through designing practical applications in diverse work settings. Special emphasis on current topics in the field of human resource development, including the assessment, design, implementation, and evaluation of HRD programs; personal, professional, and organizational development; and application of HRD in diverse contexts. Various types of training programs will be examined, including onboarding, skills and technical, performance management, employee wellness, career management, organization and management development, and diversity.

- **MGT651 Management of Organizational Behavior (4)**
  Introduction to the management of behavior in organizations, the field of industrial and organizational psychology, and various aspects of people in the workplace. Covers issues related to employee development through training and learning, employee productivity, well-being, attitudes, behaviors, motivation, and leadership. Explores principles of organizational behavior and management such as how people work, where they work, and how the workplace operates. Emphasizes the complexity of organizational functioning and importance of the management of organizational behavior.
Develops skills necessary for effective traditional management in organizations. The concentration is designed for individuals interested in strengthening traditional business administration and management knowledge and skills.

- **MBA654 Strategic Planning & Management (4)**
  Introduces the concepts of strategic planning and management, and considers the vision, mission, and goals of the organization. Provides students with a framework for conducting strategic planning in the organizational environment. Examines the balanced scorecard approach to strategic planning and management for translating strategy to action. Special emphasis is placed upon the cyclical development of pertinent information necessary for strategic planning and management.

- **MBA648 Human Resource Development (4)**
  Explores major issues of managing human resources. Develops skills in assessing human resource needs for career development and organizational effectiveness. Covers principles of adult learning through designing practical applications in diverse work settings. Special emphasis on current topics in the field of human resource development, including the assessment, design, implementation, and evaluation of HRD programs; personal, professional, and organizational development; and application of HRD in diverse contexts. Various types of training programs will be examined, including onboarding, skills and technical, performance management, employee wellness, career management, organization and management development, and diversity.

- **MBA651 Management of Organizational Behavior (4)**
  Introduction to the management of behavior in organizations, the field of industrial and organizational psychology, and various aspects of people in the workplace. Covers issues related to employee development through training and learning, employee productivity, well-being, attitudes, behaviors, motivation, and leadership. Explores principles of organizational behavior and management such as how people work, where they work, and how the workplace operates. Emphasizes the complexity of organizational functioning and importance of the management of organizational behavior.
MBA Curriculum Descriptions - Organizational Consulting Concentration

Develops a strong foundation in assessing, researching, and finding possible solutions to personnel, group/team/work unit, and organizational problems. Develops requisite skills necessary for understanding, predicting, and influencing individual and group behavior in organizations as the foundation for leading effective organizational development and change initiatives. Organizational consultants apply behavioral science and organizational leadership principles in the work context to positively influence individuals, groups, and organizations.

- **MBA647 Workplace Learning and Professional Development (4)**
  Explores the major issues relevant to workplace learning and development. Develop skills in needs analysis, learning and development methods, method selection, development plans, and assessment. Covers adult learning theory, knowledge, and development. Emphasizes principles of traditional and contemporary approaches to workplace learning and development in organizations. Special emphasis on the practical application of learning development methods and assessments to ascertain factors influencing effective workplace learning strategies.

- **MBA657 Strategic Leadership (4)**
  Examines characteristics and skills that allow leaders to make positive and strategic contributions to their organizations. Focuses on the development of strategic leadership skills including the development of strategic thinking and strategic actions for superior organizational performance. Emphasizes the analysis of leader traits, skills, styles, and characteristics, and the influence on the strategic leadership of organizations.

- **MBA658 Organizational Consulting (4)**
  Examination of best consulting practices for internal and external change agents. In depth exploration and practice on contracting, assessment and diagnosis, data collection, feedback techniques, implementation of planned change initiatives, resistance to change, and other psychodynamics in the organization related to change. Emphasizes the collaborative consulting approach and the collaborative consulting cycle as well as change management models and effective change management consulting techniques.
Prepared business professionals to predict and influence individual and group behavior through strategic leadership. The concentration is designed for organizational professionals already proficient in administrative management. Broadens knowledge and skills through strategic leadership, strategic planning, and advanced management focus.

■ MBA657 Strategic Leadership (4)  
Examines characteristics and skills that allow leaders to make positive and strategic contributions to their organizations. Focuses on the development of strategic leadership skills including the development of strategic thinking and strategic actions for superior organizational performance. Emphasizes the analysis of leader traits, skills, styles, and characteristics and the influence on the strategic leadership of organizations.

■ MBA654 Strategic Planning & Management (4)  
Introduces the concepts of strategic planning and management, and considers the vision, mission, and goals of the organization. Provides students with a framework for conducting strategic planning in the organizational environment. Examines the balanced scorecard approach to strategic planning and management for translating strategy to action. Special emphasis is placed upon the cyclical development of pertinent information necessary for strategic planning and management.

■ MBA651 Management of Organizational Behavior (4)  
Introduction to the management of behavior in organizations, the field of industrial and organizational psychology, and various aspects of people in the workplace. Covers issues related to employee development through training and learning, employee productivity, well-being, attitudes, behaviors, motivation, and leadership. Explores principles of organizational behavior and management such as how people work, where they work, and how the workplace operates. Emphasizes the complexity of organizational functioning and importance of the management of organizational behavior.
Master of Business Administration Online
Admission Requirements

- Bachelor’s degree from a regionally accredited college or university
- A minimum overall 3.0 GPA for the last 2 years undergraduate coursework
- An official transcript from the institution granting the bachelor’s degree
- At least two recommendations from professional/academic individuals
- Completed graduate application
- Approval by the MBA Admission Committee

“The Gainey School of Business at Spring Arbor University is unique to any other college I’ve experienced. The business curriculum is centrally focused on ethics, leadership and practical business strategies to solve problems and promote growth within all stakeholders of an organization.”

Sherri Best, MBA