

# NONPROFIT ORGANIZATIONS, MM

## Mission

Combining the intellectual and spiritual capital of Biola University's Crowell School of Business and Talbot School of Theology, the Master of Management in Nonprofit Organizations provides core MBA business skills, under-girded by seminary courses, so Christ-centered women and men can effectively lead, manage and serve faith-based and nonprofit organizations.

## Program Description

The Master of Management in Nonprofit Organizations is a 35–37 credit graduate-level degree that leverages the intellectual and spiritual capital of the Crowell School of Business and Talbot School of Theology. Students are immersed in the language and culture of both business and theology, uniquely equipping them to lead faith-based organizations. One distinctive of this program is that students will be working alongside students and faculty from both our MBA and seminary programs, building relationships and networks that integrate these cultures.

Distinctives of the program are:

1. To truly integrate the teachings of Scripture throughout the curriculum, Biola University's Talbot School of Theology and the Crowell School of Business Master of Management in Nonprofit Organizations programs only accept students who are committed followers of the Lord Jesus Christ.
2. Thirty percent of the core courses for the Master of Management in Nonprofit Organizations degree qualify as Bible courses and are either taught or co-taught by Talbot School of Theology faculty.
3. This program provides a one-on-one mentoring opportunity for every student. Mentors are committed and growing Christians who also are successful business people.
4. Every course provides a strong link between theory and practice. Most courses are taught by Ph.D.'s in the field of study, who have successfully published and have substantial business or consulting experience. In addition, many courses will include a successful business person in the area of study who will serve as additional resource faculty.
5. Students will have the opportunity to develop meaningful personal relationships with Ph.D. faculty, additional resource faculty, mentors, and peers which, in turn will lead to a wide range of personal growth outcomes, including:
  - a. Foundational knowledge of current business contexts and issues.
  - b. The ability to integrate Christian thought within the context of the management and innovation process.
  - c. Possession of Christian attitudes conducive to the development of professional excellence and witness to the business community.
  - d. Commitment to lifelong learning and professional growth.
6. A non-traditional course schedule of evening and some weekend courses provides flexibility for busy students.

## Learning Outcomes

### Program Learning Outcomes

Upon completion of the Master of Management in Nonprofit Organizations, students will be able to:

1. Demonstrate knowledge and competency of core business skills by:
  - a. learning foundational business principles and practices, and
  - b. applying these business principles and practices to effectively manage, lead and serve faith-based organizations (ULO 1).
2. Show knowledge and understanding of the unique aspects of faith-based organizations through:
  - a. the understanding of the mission, vision & core values of faith-based organizations,
  - b. bridging perspectives between pastoral and managerial ministries, and
  - c. utilizing excellent communication and leadership skills to further grow faith-based organizations (ULO 3).
3. Apply a biblical and theological worldview to faith-based organizations by:
  - a. integrating knowledge from their courses into their worldview and management practice, and
  - b. articulating a theology of work (ULO 2).
4. Demonstrate personal growth, leadership & innovative thinking, undergirded by character and integrity by:
  - a. applying the teachings of the Bible to foster personal growth and Christian spiritual formation,
  - b. implementing a leadership style that fosters the growth of others and the advancement of the mission of the organization, and
  - c. learning to think creatively and innovatively to develop new ideas and ways of managing and doing business (ULO 3).

Each Program Learning Outcome (PLO) listed above references at least one of the University Learning Outcomes (ULO 1, 2, 3), which may be found in the General Information (<http://catalog.biola.edu/general-information>) section of this catalog.

## Requirements

### Graduation Requirements

The Master of Management in Nonprofit Organizations degree program has four distinct elements:

1. A common core of graduate courses (22 credits).
2. A concentration of required theology courses (10–12 credits).
3. An integrative business ethics course (3 credits).
4. Participation in the Mentor Program.

A minimum of 35 credits of graduate coursework is required for the Master of Management in Nonprofit Organizations degree. A student must maintain a minimum 3.0 cumulative GPA, and no single grade lower than a "C" to graduate and progress to any courses with a prerequisite.

A minimum of 28 graduate credits must be completed in the Master of Management in Nonprofit Organizations program at Biola University.

Students must meet with their department advisor and Graduate Graduation Counselor in the Office of the Registrar one year prior to graduation to declare intent to graduate. (See Graduate Graduation Check

description in the Admission, Enrollment and Graduation Requirements (<http://catalog.biola.edu/general-information/admission-enrollment-graduation-requirements>) section).

## Transfer of Credits

Students transferring from a regionally accredited graduate program may transfer a maximum of 6 credits. The courses transferred must be equivalent, have direct applicability to the student's program, and be approved by the Dean. Only courses with a grade of "B" (3.0) or higher will be considered for transfer toward the MM degree; a grade of "B-" is not transferable.

## Calendar

The program utilizes three 15-week trimesters (Fall, Spring and Summer). Each trimester is divided into two 7-week terms (for example, Fall A and Fall B). Students typically take one or two courses at a time in each 7-week section. If enrolled part-time, students primarily attend one night per week. If enrolled full-time, students may attend two nights per week.

## Admission Requirements

Admissions requirements will be based upon the requirements for Biola and the Master of Management in Non-Profit Organizations:

- Be a committed follower of the Lord Jesus Christ.
- Applicants must have completed all bachelors requirements (Business Administration or other field) prior to the start of the program and must have a bachelors degree conferred from a regionally accredited institution prior to the start of the second term.
- The program will be targeted to and preference will be given to those with at least three years of work experience after graduation when admitted to the program.

## Admission of English Language Learners

This section applies to applicants for whom English is not a primary language. It is essential that applicants for whom English is not a primary language be able to understand directions and lectures in English and be able to express their thoughts clearly in spoken and written English. Preference in admission will be given to those with an overall score of at least TOEFL: 100 iBT or IELTS 7.5. The admissions committee will also require an oral interview and may require a writing sample.

The Crowell School of Business reserves the right to waive a retake of the TOEFL or IELTS test for MM applicants for whom English is not a primary language who already have a Biola Business degree. Waivers of this requirement will be evaluated in the applicant's interview with the Dean.

For more details on how, when, and where to take language tests, visit online:

- TOEFL (iBT) (<http://www.ets.org/toefl>)
- IELTS (<https://www.ielts.org>)

Language tests are administered only at specific times, so candidates for admission should inquire about testing dates well in advance of the date of anticipated school term in the US.

Students admitted to the United States on an F-1 student visa are required by law to be registered as full-time students (a minimum of 9 credits per trimester). Additionally, no off-campus employment is

permitted for students on an F-1 visa without written permission of the United States Immigration authorities. However, students on an F-1 visa may work off-campus in an unpaid internship in order to fulfill the internship requirement of the program.

## Degree Program

The program will require 35 or 37 credits of coursework; 25 credits will be from Crowell, 10 or 12 credits from Talbot depending upon which track students select. All courses are 3 credits unless otherwise noted.

## Curriculum Requirements

### Program Courses

MBAD 506	Marketing from the Management Perspective <sup>1</sup>	3
MBAD 516	Accounting and Finance for Decision Makers <sup>1</sup>	3
MBAD 601	Intensive: Group Dynamics	1
MBAD 611	Management Theory and Practice	3
MBAD 613	Biblical Management and Ethics	3
MBAD 625	Leadership, Change, and Innovation	3
MBAD 644	Nonprofit Management	3
MBAD 685	Capstone: Nonprofit Organizations	3
Select 3 credits of elective courses		3

### Talbot Courses

Select one of the following tracks:		10-12
Track 1: Spiritual Formation Focus <sup>2</sup>		10
TTSF 501	Introduction to Spiritual Theology and Formation	
TTSF 503	Personal Foundations for Spiritual Formation	
TTSF 504	Spiritual Formation, Vocation, and the Disciplines	
TTSF 505	Talbot Spiritual Direction I	
TTSF 506	Talbot Spiritual Direction II	
Select one 3-credit talbot course		
Track 2: Biblical Foundations Focus		12
TTBE 517	Hermeneutics and Bible Study Methods <sup>1</sup>	
TTBE 519	Survey of Genesis–Malachi <sup>1</sup>	
TTBE 520	Survey of Matthew–Revelation <sup>1</sup>	
TTTH 613	Theology III - Christ, Salvation and the Spirit	
Total Credits		35-37

<sup>1</sup> If the student has taken an approved undergraduate or graduate course in this area, this course requirement may be waived and the student may take a business, theology, or other elective in its place, with the approval of an academic advisor.

<sup>2</sup> The spiritual formation sequence includes a requirement for students to participate in spiritual direction retreats and additional materials for assessment. Full details of this sequence and additional costs are available on Talbot's (<http://www.talbot.edu/about/spiritual-formation-focus/spiritual-formation-focus-required-classes>) website.