

EAGLE HIGH THEOLOGY UNIVERSITY



2021

CATALOG

WELCOME TO
EAGLE HIGH THEOLOGY UNIVERSITY

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A MESSAGE FROM THE PRESIDENT

Dear Prospective Student,

As president and founder, I welcome you heartily to Eagle High Theology University. At Eagle High Theology University, we focus on Christian Business. We believe this is important, since the last decades has shown us thoroughly how business should **not** be conducted.

What is meant by “Christian Business”? Our definition of Christian Business encompasses two main structures. The first structure is core business subjects which have been – and are - taught at American, and international universities, and which have established the foundation for the prosperity of western nations. The second structure is the word of the Lord – concretized through the Bible - which serves as an overarching ideology directing – and transforming – the life of humans, including all transactions of business. Contrary to the belief of most individuals, the Bible contains a vast amount of directions and principles related to how one should conduct one’s personal life, one’s business, and also how to obtain happiness and prosperity.

The intention of the university is thus to teach you how to conduct Christian Business. We do this by offering you two important degrees; the Vision MBA and the Vision DBA. The Vision MBA teaches you core business principles and subjects, paired with additional Christian knowledge. The Vision DBA does the same, but advances your knowledge further. Both degrees are fairly priced, and will give you an important foundation for all business endeavors. In addition to this, we offer you the dissertation-only doctorate degree, based on the European format: Doctor of Divinity in Change Management

We are a flexible and friendly university, and we will do our best to accommodate you in your studies. We believe in quality and simplicity combined, giving you the tools you need to succeed.

We are not accredited by any regional or national recognized accreditation agency, but – as you may know – accreditation is voluntary in the US. We believe that in order to achieve regional or national accreditation, we would need to build a far more complex organizational structure, thus having to increasing the tuition substantially. This is not our goal. However, we follow the guidelines set forth by the Florida Department of Education, and we are also proudly accredited by the National Bible College Association. Rest assured that the quality of education provided by our university is on par with the offerings of national and regional providers. We thank you again for considering our university, and we hope that we will embark on a fantastic journey together. For your prosperity, your future, your goals, and your happiness:

Sincerely Yours, Dr. Eirik Oern, University President

STATEMENT OF FAITH

- 1.** We believe the Bible, with its 66 books - to be word of God. The Bible reveals God and his son Jesus, the fall of human nature, the way to receive grace and salvation (through repentance and faith), and God's purpose and plan
- 2.** There is one true God — shown as the Father, Son and Holy Spirit
- 3.** Jesus, son of God, was conceived by the Holy Spirit, and born by Virgin Mary. Jesus died on the cross, after living in perfect obedience to his Father, and opened — through his death (and bodily resurrection) — the way for all humans to be saved from damnation, by accepting God, and asking for forgiveness of all human sins.
- 4.** We believe in the personal return of Jesus Christ, the transportation to the evil angel for the wicked, and the everlasting life for those saved
- 5.** We believe that children have a special place in the heart of God, and that all humans should strive to have the mind and hearts of children.
- 6.** We believe in the Lord's supper and Baptism, the two ordinances
- 7.** We believe that all believers have a responsibility towards spreading the word of God
- 8.** We believe that the Bible contains all necessary guidelines for a healthy and prosperous life
- 9.** We believe that at physical death the believer enters God's kingdom, is reunited with their loved ones already present, and lives happily in the eternal kingdom ever after

OFTEN ASKED QUESTIONS

How are the studies done at Eagle High Theology University?

The student chooses the Vision MBA, or the Vision DBA, in its fast-track option, or the regular option. The student chooses his/hers first subject, and notifies the University. When the University receives payment for the subject, the student is sent a welcome letter. The student will have to finish the course within the time set for the regular or fast-track option. Each week there will be a number of assignments. The student will be informed about the assignment, through e-mail, at the latest on day 2 of each week. Each study weeks begin on a Monday. The student reads through the required text-book material (which is purchased beforehand by the student), and hands in the assignments at Sunday the latest, before 11:59 p.m., university time. The assignments are commented, and graded, by the University, and sent back to the student on Wednesday the latest in the following week. At the end of each course, the student will have to complete an exam in the subjects. When all assignments (and the exam) are finished, and graded, and the student has finished his/her course within time, a notification of the final grade for the subject is mailed to the student. The process is repeated for all subject. A separate procedure will be evoked for the final MBA thesis, or DBA dissertation, since this is substantial work requiring a more personalized follow-up procedure from the University. The student can also take individual courses. When the student has completed his/her degree, the transcript and diploma are prepared, and shipped. For individual courses, the student receives a certificate of course completion.

Can you explain the admission process?

In order to get accepted to the MBA, you will need to have a valid Bachelor degree. In order to get accepted to the DBA, you will need to have a valid Master degree. The steps in the Admission Process are as follows:

1. Send a copy of your existing degree - from a valid e-mail - to eaglehightheologyuniversity@gmail.com, with a specification of the degree you want to pursue.
2. After acceptance of your existing degree, an admission contract will be mailed to you.
3. You return the admission contract with the necessary details, including the date you want to start your degree
4. Before your starting date you will have to pay your degree using the shop-function at this site. You can pay by credit-card, or through Pay-Pal.

How much is the cost for the degrees, and are there any subsidies?

The tuition structure of the Vision MBA and Vision DBA is straightforward. The cost is USD 3500 for each degree. The degrees can be paid through installments as you go (1 installment per course). If you choose this option, an administration fee of USD 100 will have to be paid together with the installment for the first course. The amount in each installment is the total cost divided by the number of courses. There are no subsidies. When you graduate, there is a graduation fee of USD 200 to prepare your transcript, diploma, and to cover shipping. There is an admission fee of USD 50.

We want your degree to be valuable, but at the same time not ruining you. Therefore we do not require that you use the latest version of the required textbooks. Knowledge is valuable and is still relevant decades after it is established and published. Requiring students to always purchase the newest edition, with minor changes, is good business for the publishers, but it is not good business for the student. We recommend an edition of the textbook when you are enrolling in a course, but we are open to discuss other editions.

Are you an accredited institution?

Accreditation is not mandatory in the US. Although several schools are regionally, or nationally, accredited by a US approved institution, accreditation does not necessarily correspond with the quality of education. To keep the costs for the students to a minimum, Eagle High Theology University has chosen not to seek US approved accreditation.

We adhere to the guidelines of Florida Statute 1005.06 (1)(f) Religious Institutions Exempt from the Commission's Jurisdiction, and are a member of the National Bible College Association. You, as a student, should rest assured that the education provided by Eagle High Theology University is on par with education provided by accredited institutions.

The guidelines of Florida are as follows:

The name of the institution includes a religious modifier or the name of a religious patriarch, saint, person, or symbol of the church.

The institution offers only educational programs that prepare students for religious vocations as ministers, professionals, or laypersons in the categories of ministry, counseling, theology, education, administration, music, fine arts, media communications, or social work.

The titles of degrees issued by the institution cannot be confused with secular degree titles. For this purpose, each degree title must include a religious modifier that immediately precedes, or is included within, any of the following degrees: Associate of Arts, Associate of Science, Bachelor of Arts, Bachelor of Science, Master of Arts, Master of Science, Doctor of Philosophy, and Doctor of Education.

The religious modifier must be placed on the title line of the degree, on the transcript, and whenever the title of the degree appears in official school documents or publications.

The duration of all degree programs offered by the institution is consistent with the standards of the commission.

The institution's consumer practices are consistent with those required by s. 1005.04.

How many courses does a student receive at a time?

The student can take as many subjects/courses as he/she wants at once, but payment will have to be sent for each subject/course before the student can begin his/her studies.

Are there any limitations on the time allowed to complete a course?

Yes, there are limitations on the time allowed to complete a course. In the normal mode of the Vision MBA and Vision DBA, you will have a maximum of 8 weeks per course.

In the accelerated Vision MBA and accelerated Vision DBA, you will have a maximum completion time of 6 weeks, and a minimum completion time of 4 weeks.

Can a person join the University at any time?

Yes

Is everyone welcome at Eagle High Theology University?

Yes, every race, creed, color, sex, age, disability, religion or national origin.

Does Eagle High Theology University offer credits for ministry experience?

No

Will other schools accept credits Eagle High Theology University?

This is dependent on the school to which you apply. They will decide. Normally credits are more easily accepted if the school has the same type of accreditation as the school from which you have graduated.

Does Eagle High Theology University accept credit transfer?

It is possible to get transfer of previous credits for up to 4 courses on the Vision MBA, and for 4 courses on the Vision DBA. In such cases, the courses which you want to transfer must be of Master level for the Vision MBA, and of Doctorate level for the Vision DBA. The cost for transfer is 100 USD per course. If you want to transfer any courses, you will have to enclose your relevant transcripts, and state in a mail to eaglehightheologyuniversity@gmail.com that you want the school to consider possible transfer credits.

Official transcripts will have to be mailed from the college/university where you graduated. We will evaluate your transcripts, and inform you if a transfer of credits is possible, and which courses can be substituted.

What is the difference between the Vision MBA and the Vision DBA?

The general MBA is one of the most popular Master degrees offered by Universities world-wide. Since we are a Christian University under the rules of the Florida Dept. of Education, we are not allowed to offer a secular MBA, or a secular DBA. To ensure you a solid foundation for managing your church, your local community, or anything else under the eyes of the Lord, we have altered the MBA and DBA to target it towards Christian usage. The principles of the MBA and DBA is universal, and you can use large portions of the Vision MBA and Vision DBA outside a Christian setting, but – as is mandatory – the University presents, and teach, these degrees on a Christian foundation.

The DBA is an extension of the MBA, moving from Master level to Doctorate level. It is mainly differentiation through the required dissertation, in opposition to the required thesis for the master. The Doctor of Business Administration degree (DBA) is a more practical degree than the PhD of Business Administration.

The degree of Vision Master of Business Administration prepares you for high-level positions within the church community, and the business community. The program gives you a solid business and organizational foundation, paired with important Christian principles for management. The program builds upon a Master degree, and any master's degree will be sufficient to use for admission. If you already have an MBA, the Vision DBA will give you even more knowledge and resources to use towards your church community, other business, and human development.

What are the requirements of the weekly assignments and the exam?

Before the end of each week (the start-date of your course will be mailed you), you will have to send the assignments to the University for grading. The assignments will have to be delivered in APA format, 6th edition. Each assignment should have an abstract, keywords, introduction, main part, and a conclusion. There will be a minimum page limit for each assignment, but not a maximum page limit.

When you have finished all mandatory assignments for a course, the exam will be mailed to you. You have 2 days to complete the exam. The exam is mailed back to the University for grading.

What are the requirements of the thesis and dissertation?

In order to graduate, the student will have to complete a thesis under the Vision MBA, and a dissertation under the Vision DBA. When you are at this point in your studies, you will get thorough information about how to proceed. The overarching goal of the thesis and dissertation is to blend your Vision knowledge with business knowledge in a new, and innovative manner.

The following applies:

1. There is no maximum page limit on the thesis and dissertation
2. You will have to use APA 6th edition referencing
3. The thesis and dissertation must be your original work. The thesis can be of a more practical nature, but the dissertation should establish new knowledge through new research
4. You are allowed to apply for an extension of time for your thesis and dissertation
5. The dissertation will have to be defended

HISTORY OF EAGLE HIGH THEOLOGY UNIVERSITY

Eagle High Theology University was founded by Dr. Eirik Oern in 2020, in order to provide affordable education of high quality within the combined field of business and Christianity. Dr. Eirik Oern holds the degrees of Bachelor of Business Administration in Managerial Economics, Master of Business Administration in Managerial Economics, Eth. Doctor of Business Administration, and Doctor of Religious Education. He is married, and the father of lovely children. Dr. Oern's experience is within higher education, accounting, sales, project controlling, administration, real estate transaction and settlement, general economy, finance, training/coaching, oil- and energy, and Quality Management etc. He is also a Personal Trainer.

Eagle High Theology University is an independent religious University that provides on-line biblical education. We do not offer physical classes. Secular courses are not offered. Eagle High Theology University is accredited by the National Bible College Association, and has applied for exception for accreditation based on Florida Statute 1005.06 (1)(f) Religious Institutions Exempt from the Commission's Jurisdiction.

ADMINISTRATION POLICIES & PROCEDURES

OPEN ENROLLMENT POLICY

Eagle High Theology University has an open enrollment policy. The student can enroll at any time, and will graduate when he/she has fulfilled the obligations of the degree. Eagle High Theology University allows their students to work at their own pace, as we understand the importance of other obligations.

NON-DISCRIMINATION POLICY

Eagle High Theology University discriminates against no one. There is no evaluation based on disability, sex, age, color, race, nationality or religion. Jesus Christ wants everyone to succeed.

GRIEVANCES POLICY

All grievances must be sent to the university in writing, preferably through e-mail. The grievance will be registered, and initially handled by the registrar. The student will receive an initial confirmation. The registrar will contact the individuals involved and will try to establish the case conditions. If the registrar, after having established the case conditions, and after having addressed the individuals involved, are not able to settle the matter, the grievance will be forwarded to the University President. Any grievance will be handled separately from the study activities as such, i.e. the student will not in any way be academically punished for filing any complaints.

STUDENT RECORDS/PRIVACY ACT POLICY

Eagle High Theology University keeps all student records safe, and if they are to be released to any third party, the student will have to give us written permission.

REFUND POLICY

The University has a refund policy. The policy is as follows:

If the student pays for the whole degree in one installment (3500 USD), the student can withdraw for any reason within 1 week, and 100 % of the paid amount for the degree will be refunded. If a student withdraws from day 8 until day 30, after the degree has been paid, 50 % of the paid amount will be refunded. There is no refund for withdrawal after day 30. Days are to be understood as «calendar days».

If the student enrolls in a degree, and pays for one course at a time, the student can – for the first course – withdraw in accordance with the rules mentioned for the whole degree (above). For course 2 until course n, there is a 50 % refund policy of the current course if the student withdraws within 1 week after enrollment. Days are to be understood as «calendar days».

If the student wants to withdraw, he/she will have to send a mail to the University. The date of receiving the mail in the mailbox of the University is the day the withdrawal is registered.

There is no refund of the application fee.

There is no refund for individual courses, taken separately, apart from enrollment in any full degree.

SUSPENSION/TERMINATION POLICY

A student will be terminated from his studies if he provides false evidence of previous education to the university. Plagiarism and/or cheating is not allowed. Periodically the University will scan assignments for plagiarism, and – if a positive detection occurs – approach the student, who will have the possibility of explaining the incidence. If the University determines that plagiarism/cheating has occurred, the student is withdrawn from the course, and the fee for the course will have to be resubmitted. The student is then allowed to start the course from week 1. If the student is found guilty in plagiarism/cheating, an additional MBA-level course in Ethics will have to be conducted at full cost.

This line of policy is unique for Eagle High Theology University. As Jesus Christ, we believe in giving individuals a new chance through repentance and forgiveness of sin.

FINANCIAL INFORMATION

The Total Cost of each Degree Program: 3500 USD

The tuition structure of the Vision MBA and Vision DBA is straightforward. The cost is USD 3500 for each degree. The degrees can be paid through installments as you go (1 installment per course). If you choose this option, an administration fee of USD 100 will have to be paid together with the installment for the first course. The amount for each installment is the total cost divided by the number of courses. There are no subsidies.

When you graduate, there is a graduation fee of USD 200 to prepare your transcript, diploma, and to cover shipping.

There is an admission fee of USD 50.

The Total Cost of any separate course: 300 USD

There is no admission fee for the courses. Please e-mail the university if you are interested in taking any particular course.

ACADEMICS POLICIES

CREDIT TRANSFER

It is possible to get transfer of previous credits for up to 4 courses on the Vision MBA, and for 4 courses on the Vision DBA. In such cases, the courses which you want to transfer must be of Master level for the Vision MBA, and of Doctorate level for the Vision DBA. The cost for transfer is 100 USD per course. If you want to transfer any courses, you will have to enclose your relevant transcripts, and state in a mail to that you want the school to consider possible transfer credits.

Official transcripts will have to be mailed from the college/university where you graduated. We will evaluate your transcripts, and inform you if a transfer of credits is possible, and which courses can be substituted.

FACULTY

The faculty of Eagle High Theology University have degrees from Bachelor to Doctorate level, and a high experience within the fields of Christianity, business administration, accounting, oil and gas, real estate, a healthy lifestyle, and training. All faculty believe in the word of the Lord.

HONORS

Eagle High Theology University offers 3 honors for excellent students. The honors are based on the average grade, and the honors will be written on the official transcript.

Summa Cum Laude – 3.95-4.00

Magna Cum Laude – 3.75-3.94

Cum Laude 3.50-3.74

ACADEMIC INTEGRITY

The students at Eagle High Theology University will have to adhere to the principles of academic integrity.

GRADING SYSTEM

Eagle High Theology University use a 2.00 – 4.00 grading system. In order to pass a course, the student will have to receive the minimum of a C (2.0).

Please note: Exceptionally good students can achieve the grade of A+, but the assigned points will be 4.00

A 4.0

B 3.0

C 2.0

D 1.0

F 0.0

Our Curriculum

VISION MASTER OF BUSINESS ADMINISTRATION

Each Course is 3-4 credits. The Vision MBA thesis is 8 credits. The degree in total is 54 credits.

TMBA 001 - Vision Management

The student is taught recognized principles for Vision management, and is given a solid theoretical understanding.

Management is the act of getting people together to accomplish desired goals and objectives using available resources efficiently and effectively. Since organizations can be viewed as systems, management can also be defined as human action, including design, to facilitate the production of useful outcomes from a system.

This view opens the opportunity to manage oneself, a pre-requisite to attempting to manage others.

Management functions include: Planning, organizing, staffing, leading or directing, and controlling an organization (a group of one or more people or entities) or effort for the purpose of accomplishing a goal. In a church-setting it is important to manage all resources adequately. This course will give you these skills.

Textbooks:

Modern Management: Concept and Skills (Certo & Certo)

Selected parts of the Bible

TMBA 002 - Biblical Framework for Life & Business

The Bible gives us a solid framework in relation to sound life principles, as well as concrete guidelines as to how one should conduct business.

You can have a profitable business based upon Biblical principles, without sacrificing integrity, honesty, or profitability. There are certain principles that when applied work universally to prosper a business. These principles were put in to place by God for His creation to use. God designed this world to best operate under His laws. When we follow His laws things tend to go well. When we break His laws we get broken. Most secular business books and self-help books fall short because they extol the strengths of men and do not go far enough in giving the glory to God. Some have even taken God's principles and taught them as if they were their own or have given credit to some unnamed higher power. God laws are for the seen and the unseen or what we call the physical and the spiritual. Even non-Christians experience blessings when they apply God's principles in both the physical and spiritual realm. The sad part is they don't give Him glory when things go well. (But when things go bad you often hear them taking His name in vain.) We want to encourage Christian Business Owners to boldly give credit to our God who put these laws into place, who created us with the amazing abilities and capabilities of our mind, soul, and body and who gives us the very breath we breathe to live and prosper. One amazing thing about our God is His great mercy. Even when the world does not give Him the glory He deserves, He still blesses them. Jesus said that the Father sends His rain on the just and on the unjust. And Paul the Apostle tells us that it is the kindness of God that leads men to repentance. Our goal as Christian Business Owners is to first and foremost glorify God in our life and business. We choose to acknowledge Him in all our ways.

TextBooks:

Bible Based Businesses: Biblical Principles for True Success in Business and Life (Testerman)

Selected parts of the Bible

TMBA 003 - Biblical Economy

This course gives the student information about personal, macro, micro, public, as well as company economics.

With the economy reeling in the wake of the recent recession, many people are experiencing such financial challenges as credit card debt, downsizing, dead-end jobs, and inadequate or depleted savings. With these challenges come others as well. Recent studies confirm that more than half of all divorces are the result of financial pressures at home. And spiritually, many people are struggling to maintain a biblical perspective amidst the constant tug of materialism. But there is hope. The Bible has a lot to say about money. In fact, the Bible is a veritable blueprint for managing your finances. In *Your Money Counts*, trusted financial expert Howard Dayton shows you how to manage your personal finances in a highly practical, biblically-based way.

Textbook:

Your Money Counts: The Biblical Guide to Earning, Spending, Saving, Investing, Giving, and Getting Out of Debt
(Dayton Jr.)

A History of Economic Theory offers a comprehensive account of the builders and building blocks of modern mainstream economics. Jurg Niehans shows how the analytical tools used by economists have evolved from the eighteenth century to the present. Niehans first surveys the development of classical economics from the scholastic and mercantilist traditions to Marx. He then follows the progress of marginalist economics from Thunen to Fischer. In the book's final section, he describes economic theory in the model-building era from Pigou and Keynes to Rational Expectations.

Building his story around the economists themselves, Niehans presents a pantheon of economic theory. It includes the famous from Smith and Riccardo to Samuelson and Friedman, as well as detailed discussions of lesser-known figures who have nevertheless made classic contributions. For each theorist Niehans offers a biographical sketch followed by a description, interpretation, and critical assessment of his work. With the current revival of interest in the history of economics, economists will find A History of Economic Theory not only a rich source of information but also a challenging analysis of the dynamics of scientific progress.

Textbooks:

A History of Economic Theory: Classic Contributions, 1720-1980 (Niehans)

TMBA 004 - Vision Business Ethics

Ethics is at the core of the bible, and also very important to address in all kinds of businesses.

In this course we will cover:

- Understand the techniques of moral reasoning and argumentation that are needed to analyze moral issues in business;
- Analyze the presuppositions of business—both moral presuppositions and the presuppositions from a moral point of view;
- Evaluate the individual actions in economic and business transactions within a variety of moral frameworks;
 - Apply general ethical principles to particular cases or practices in business;
 - Critically evaluate the morality of the American free-enterprise system;
 - Critically evaluate the comparative morality of various different types of economic systems;
- Describe morally praiseworthy and exemplary actions of either individuals in business or particular firms;
 - Describe morally reprehensible actions of either individuals in business or particular firms;
- Understand the current and pressing moral issues in business from workers' rights to legitimate computer usage on the job; and
- Discuss the ethical issues inherent in the rapid changes in business, including information technology and environmental degradation.

Textbook:

Business & Society: Ethics, Sustainability & Stakeholder Management
(Carroll, Brown, et. Al.)

TMBA 005 - Vision Marketing

This course addresses how to design and implement the best combination of marketing efforts to carry out a firm's strategy in its target markets. Specifically, this course seeks to develop the student's (1) understanding of how the firm can benefit by creating and delivering value to its customers, and stakeholders, and (2) skills in applying the analytical concepts and tools of marketing to such decisions as segmentation and targeting, branding, pricing, distribution, and promotion.

Assess market opportunities by analyzing customers, competitors, collaborators, context, and the strengths and weaknesses of a company.

Develop effective marketing strategies to achieve organizational objectives.

Design a strategy implementation program to maximize its chance of success.

Marketing is essential for any business, and also essential for your church. Jesus wants you to get new followers, and by marketing your church – and your preaching – you are on your way to accomplish this.

Textbook:

Marketing Management (Koller, Ketler)

TMBA 006 - Vision Strategic Management

The course emphasizes the value and process of strategic management. In addition to familiarizing students with new subject matter, students are expected to integrate and apply their prior learning to strategic decision making in organizations. The Strategic Management course is designed to explore an organization's vision, mission, examine principles, techniques and models of organizational and environmental analysis, discuss the theory and practice of strategy formulation and implementation such as corporate governance and business ethics for the development of effective strategic leadership.

In order to define where your church is heading, as well as reaching your goals, you will need to know the principles of strategic management.

Textbook:

Strategic Management Theory: An Integrated Approach
(Hill)

TMBA 007 - Vision Managerial Accounting

- 1 Managerial Accounting and Cost Concepts
- 2 Job-Order Costing: Calculating Unit Product Costs
- 3 Job-Order Costing: Cost Flows and External Reporting
- 4 Activity-Based Costing
- 5 Process Costing
- 6 Cost-Volume-Profit Relationships
- 7 Variable Costing and Segment Reporting: Tools for Management
- 8 Master Budgeting
- 9 Flexible Budgets, Standard Costs, and Variance Analysis
- 10 Performance Measurement in Decentralized Organizations
- 11 Differential Analysis: The Key to Decision Making
- 12 Capital Budgeting Decisions
- 13 Statement of Cash Flows
- 14 Financial Statement Analysis

Based on the size of your church, this course provides valuable information in relation to how you should make sure that you are within your economical limits.

TextBook:

Introduction to Managerial Accounting
(Brewer, Garrison, Noreen)

TMBA 008 - Vision Organizational Behavior

The student will understand behavior at both the individual and organization levels. Topics at the individual or “micro” level include individual motivation and behavior, decision-making, interpersonal communication and influence, small group behavior, and individual, dyadic, and intergroup conflict and cooperation. At the organization or “macro” level, topics include organizational growth, organizational change, organizational learning, organizations and leadership, power, social networks, and social responsibility.

As your church is an organization as such, this course provides you with valuable tools for understanding the characteristics of your church.

TextBook:

Organizational Behavior (Daft, Noe)

TMBA 009 - Vision Project Management

This course develops the competencies and skills for planning and controlling projects and understanding interpersonal issues that drive successful project outcomes. Focusing on the introduction of new products and processes, it examines the project management life cycle, defining project parameters, matrix management challenges, effective project management tools and techniques, and the role of a project manager.

TextBook:

Project Management: A Managerial Approach
(Meredith, Mantell Jr.)

TMBA 010 - Vision Human Resource Management Issues

When you are the leader of a church, it is important that you have competencies related to human resource management. You will need to get the best out of your employees in order to advance the word of Christ.

This course is designed to acquaint the student with the principles and methods related to the effective utilization of personnel in the business organization. It will develop relations involved in recruitment, selection, placement, training, and supervision of employees. It will also include an introduction to the organized labor movement and current labor relations conditions.

TextBook:

Human Resource Management

(Dessler)

TMBA 011 - Vision Research Methods

In this course the student will learn to:

1. Define research; explain and apply research terms; describe the research process and the principle activities, skills and ethics associated with the research process.
2. Explain the relationship between theory and research.
3. Describe and compare the major quantitative and qualitative research methods in mass communication research.
4. Propose a research study and justify the theory as well as the methodological decisions, including sampling and measurement.
5. Understand the importance of research ethics and integrate research ethics into the research process.
6. Be able to assess and critique a published journal article that uses one of the primary research methods in the field.
7. Be able to construct an effective questionnaire that employs several types of survey questions.
8. Construct an effective research

TextBook:

Research Methods in Business Studies
(Ghauri, Gronhaug)

TMBA 012 - Vision Industry & Value Chain Analysis

The value chain, also known as value chain analysis, is a concept from business management that was first described and popularized by Michael Porter in his 1985 best-seller, *Competitive Advantage: Creating and Sustaining Superior Performance*. It is an approach for breaking down the sequence (chain) of business functions into the strategically relevant activities through which value is added by the business. The objective is to identify the behaviour of costs and the areas for differentiation. It can be conducted at the firm level (internal value chain) or at an industry level (industry value chain). The industry value chain is composed of all the value-creating activities within the industry, beginning with raw materials, and ending with the completed product delivered to the customer.

This course will be useful for your church in determining where value is created, and if it is properly taken care of, thus making the most out of your efforts.

TextBook:

Competitive Advantage: Creating and Sustaining Superior Performance (Porter)

TMBA 014 - Vision Quantitative Analysis

Statistics is the science that deals with the (a) collection, (b) description, (c) analysis, (d) interpretation, and (e) presentation of data. Statistics can be used to describe a particular data set (termed descriptive statistics) as well as to draw conclusions about the population from a particular data set (termed inferential statistics).

Quantitative Analysis applies statistical methods in business contexts in order to address business related questions and help make evidence based decisions. In Quantitative Analysis you will learn to apply commonly used statistical methods in business contexts and how to interpret analyses performed by others.

This course enables you to utilize quantitative analysis in any setting, including large churches.

Quantitative Analysis for Management

(Stair, Hanna, Hale)

TMBA 015 - Vision MBA Thesis

To be awarded the degree of Vision Master of Business Administration you must demonstrate your ability to undertake an investigation of a significant and specific management issue/church-related issue and to reflect on it in an insightful manner. This is the main purpose of the Thesis. The Thesis offers you the opportunity to link your own interests and requirements with the skills and ideas that you have developed during the program in a challenging and satisfying piece of work. At the same time, it is a chance for you to reflect on your learning and personal development needs so that you complete the program better equipped to tackle future challenges. You are required to investigate a management issue/church-related issue from both a theoretical and practical perspective using business research methods. The Thesis gives you an opportunity to conduct research into an area of your own choosing (pending approval of your Thesis supervisor) that will help you to develop your knowledge, understanding and skills. You are able to pursue your own area of investigation within the scope of recognized academic practice. The content of the work submitted must be unique and original to your Thesis and may not be repeated from previous assignments or projects.

VISION DOCTORATE OF BUSINESS ADMINISTRATION

Each Course is 3-4 credits. The Vision DBA Dissertation is 12 credits. The degree in total is 49 credits.

TDBA 001 - Vision Management of Teams

In this course the curriculum is how you should manage teams. Teams are defined, and manners of cooperation are outlined. Necessary theories, process, and procedures for proper team management are presented.

In a church setting you will – dependent on the size of your church – have to collaborate with several other church members. This course thus prepares you for optimal handling of your church-based team.

Textbook:

Chief Executive Team: The Transformation of Leadership (Vargas)

TDBA 002 -Vision Change Management

Change, and change management, are defined, and various theories for handling change are presented. The student will be shown various beneficial framework for coping with change, and the pro and cons of each framework will be outlined. In order to properly address change management, its connection with Organizational Theory, as well as Organizational Development, are presented.

Today everything is changing, and everything is changing faster than before. This also applies to the church.

Even through the Bible never change, your surroundings, and your people, and expectations from stakeholders will. This course thus prepares you to handle the necessary change processes in your church.

TextBook:

Change Management: The People Side of Change (Hiatt, Creasey)

TDBA 003 - Biblical Administration

This course handles the theme of “Administration”, based on perspectives from the Bible. The Bible contains all necessary information for a good and prosperous life, and we will look at selected passages and literature in order to establish how administration practices should be conducted from a Christian point of view.

Pastoral Helmsmanship is a tool that every pastor needs. Pastors carry a huge administrative load and often are ill equipped to manage it. This book will assist any pastor in every size church with the insights needed to succeed. From budgeting, working with staff, boards and volunteers, leading meetings, and taking care of the family, Pastoral Helmsmanship covers it all in practical, understandable language.

TextBook:

Pastoral Helmsmanship: The Pastor's Guide to Church Administration
(Klick, Harrison, Miller)

TDBA 004 – Biblical Principles for Success

This course handles the theme of “Success”, based on perspectives from the Bible. The Bible contains all necessary information for a good and prosperous life, and we will look at selected passages and literature in order to establish how to be successful from a Christian point of view.

THE 10 BIBLICAL LAWS OF SUCCESS

is a blueprint for success totally based on God’s Word. This book explicitly and clearly shows that good success is Biblical and first taught, encouraged, and implemented by God Himself. God is the Author of Success, not man.

Dr. Toote dispels the myth that the desire, pursuit, or acquisition of success is unchristian or worldly. This work is a breath of fresh air and provides the Christian a roadmap to experience a balance of spiritual, social, intellectual, financial, and physical success.

TextBook:

The 10 Biblical Laws of Success: A Pathway to Biblical Prosperity, Divine Purpose, and Lasting Happiness
(Toote)

TDBA 005 - Biblical Human Relations

This course handles the theme of “Human Relations”, based on perspectives from the Bible. The Bible contains all necessary information for a good and prosperous life, and we will look at selected passages and literature in order to establish how handling of human resources should be conducted from a Christian point of view.

Dynamic and effective leadership is the key to growth and success in any organization, including the Christian Church. In *The Making of a Christian Leader*, Ted W. Engstrom explains that good leadership begins with a clear understanding of tested principles of management and human relations. Then, building on practice and experience in developing skills, the leader cultivates the qualities and personal traits that make good managers. This book has been written to help the Christian leader get a clearer picture of what he wants to do and be in a church or organization -- and how to get there."

TextBook:

The Making of a Christian Leader: How To Develop Management and Human Relations Skills
(Engstrom)

TDBA 006 - Vision Multinational Business

In this class, we will look at the premises and necessary decisions needed for conducting business outside the domestic sphere. We will address information technology, organizational behavior, international human resources, law, ethics, strategy, and other pertinent issues.

Even though your church is domestically based, it will always be very useful to know what is trending in churches world-wide, and how they operate to gain new members, and spread the word of Christ. This course will be highly beneficial in these regards.

Textbook:

International Business: The Challenges of Globalization
(Wild, Wild)

TDBA 007 - Vision Leadership Theory

Leadership in Organizations provides a balance of theory and practice as it covers the major theories and research on leadership and managerial effectiveness in formal organizations. Rather than detailing an endless series of studies or prescribing exactly how leaders must operate, it sticks to the major findings and offers recommendations for improving managerial effectiveness. Using this approach, readers understand the implications of their decisions and can determine the best courses of action specific to the situation. With new examples, citations, and guidelines for better clarity and presentation, the text is a relevant and useful tool for students who expect to become managers/church-leaders in the near future.

TextBook:

Leadership in organizations - Gary A. Yukl

TDBA 008 - Vision Doctoral Research Methods&Issues

In this course you will prepare yourself for the doctoral dissertation. The dissertation will be your major piece of work, and will be based on original thought and research, paired with relevant theory.

TextBook:

Qualitative Inquiry and Research Design: Choosing Among Five Approaches
(Creswell)

In this Third Edition of his bestselling text John W. Creswell explores the philosophical underpinnings, history, and key elements of each of five qualitative inquiry traditions: narrative research, phenomenology, grounded theory, ethnography, and case study. In his signature accessible writing style, the author relates research designs to each of the traditions of inquiry. He compares theoretical frameworks, ways to employ standards of quality, and strategies for writing introductions to studies, collecting data, analyzing data, writing a narrative, and verifying results.

TDBA 009 - Vision Cultural Issues in Management

A church will have to include all cultures which believes in Christ. Since there are distinct differences between one culture and another, it will be necessary for a Christian leader to know how to master these differences.

The textbook has been thoroughly expanded and updated throughout to explore the latest approaches to cross-cultural management, presenting strategies and tactics for managing international assignments and global teams. With a clear emphasis on learning and development, this new edition introduces a global management model, along with enhanced 'Applications' and 'Manager's Notebooks' to encourage students to acquire skills in multicultural competence that will be highly valued by their future employers. These skills have never been more important in a world where, increasingly, all managers are global managers and where management practices and processes can differ significantly across national and regional boundaries.

Textbook:

Management Across Cultures: Developing Global Competencies
(Steers, Nardon, Sanchez-Runde)

TDBA 010 -Vision Advanced Organizational Theory

From the MBA course:

“The student will understand behavior at both the individual and organization levels. Topics at the individual or “micro” level include individual motivation and behavior, decision-making, interpersonal communication and influence, small group behavior, and individual, dyadic, and intergroup conflict and cooperation. At the organization or “macro” level, topics include organizational growth, organizational change, organizational learning, organizations and leadership, power, social networks, and social responsibility.

As your church is an organization as such, this course provides you with valuable tools for understanding the characteristics of your church.”

This TDBA course dwells even further into the sphere of organizational theory.

The book spans seventy years of theory from Max Weber's seminal writings on bureaucratic organization to the latest management thinking represented by Handy, Peters and Waterman. Covering three main areas of interest, those of the structure of organizations, management and decision making, as well as that of organizational behaviour, this thoroughly revised and updated edition contains a vast amount of new contributions. It is a widely acknowledged text in its field, and an essential handbook for all those it concerns.

Textbook:

Organization Theory: Selected Classic Readings
(Pugh)

TDBA 012 - Vision Innovation

You do not want your church to be at a standstill. In order to attract new members, and to grow in size, your church will need to be innovative. This is especially important today, where young people seem more interested in their cell phones than anything else.

Managing Innovation is an established, bestselling text on innovation management, management of technology, new product development and entrepreneurship. It is also widely used by managers in both the services and manufacturing sectors. Now in its fifth edition, Managing Innovation has been fully revised and now comes with a fully interactive e-book housing an impressive array of videos, cases, exercises and tools to bring innovation to life

Textbook::

Managing Innovation : Integrating Technological, Market and Organizational Change
(Tidd, Bessant)

TDBA 013 -Vision Doctoral Dissertation

This book is updated to reflect both modern technological advances and the realities of contemporary academia, it serves as an excellent overview of the dissertation process in most academic fields. Advice starts with selecting an advisor and a dissertation committee, then covers problems connected with selecting a dissertation topic, submitting the proposal, working with an advisor, and writing and defending the dissertation

Writing the Doctoral Dissertation

(Davis)

TEXTBOOKS FOR THE VISION MBA:

- 1-Modern Management: Concept and Skills (Certo & Certo)
- 2-Selected parts of the Bible
- 3-Bible Based Businesses: Biblical Principles for True Success in Business and Life (Testerman)
- 4-Your Money Counts: The Biblical Guide to Earning, Spending, Saving, Investing, Giving, and Getting Out of Debt(Dayton Jr.)
- 5-A History of Economic Theory: Classic Contributions, 1720-1980 (Niehans)
- 6-Business & Society: Ethics, Sustainability & Stakeholder Management (Carroll, Brown, et. Al.)
- 7-Marketing Management (Koller, Ketler)
- 8- Strategic Management Theory: An Integrated Approach (Hill)
- 9-Introduction to Managerial Accounting (Brewer, Garrison, Noreen)
- 10-Organizational Behavior (Daft, Noe)
- 11-Project Management: A Managerial Approach (Meredith, Mantell Jr.)
- 12-Human Resource Management (Dessler)
- 13-Research Methods in Business Studies (Ghauri, Gronhaug)
- 14-Competitive Advantage: Creating and Sustaining Superior Performance (Porter)
- 15-Quantitative Analysis for Management (Stair, Hanna, Hale)

TEXTBOOKS FOR THE VISION DBA:

Chief Executive Team: The Transformation of Leadership (Vargas)

Change Management: The People Side of Change (Hiatt, Creasey)

Pastoral Helmsmanship: The Pastor's Guide to Church Administration (Klick, Harrison, Miller)

The 10 Biblical Laws of Success: A Pathway to Biblical Prosperity, Divine Purpose, and Lasting Happiness (Toote)

The Making of a Christian Leader: How To Develop Management and Human Relations Skills (Engstrom)

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