

School of Business

Business Leadership (B.S)

Program Learning Outcomes

Biblical Worldview in Business

Understand and apply biblical and theological principles as the foundation for ethical business practice and Christ-centered leadership.

Business Knowledge and Skills

Demonstrate competency in accounting, economics, management, and business law necessary to operate in organizational contexts.

Ethics and Social Responsibility

Understand and practice decision-making shaped by Christian ethics, addressing issues of justice, stewardship, sustainability, and community impact.

Marketplace Leadership

Demonstrate the ability to lead people and steward resources to build organizational health and advance mission in nonprofit contexts.

Kingdom Entrepreneurship

Create and implement business ventures and innovative strategies that produce growth and extend Gospel impact locally and globally.

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Important: This degree plan is effective for those starting this degree program in the fall of 2026. This degree plan will remain in effect for students who do not break enrollment or who do not change degree programs.

Core Requirements

Code	Title	Hours
Professional Development		
CORE 101	Freshman Seminar	3
CORE 103	First-Year Writing	3
COMM 107	Speaking and Presenting Skills	3
COMM 215	The Art of Listening and Responding	3
Global Awareness and Cultural Engagement		
HIST 105	The Legacy of Christianity	3
SOCI 103	Exploring Society and Culture	3
SOCI 204	Marriage and Family Life	3
Analysis and Inquiry		
MATH 103	Topics in Mathematics	3
CORE 201	Critical Thinking and Decision Making	3
CORE 204	Money Management and Budgeting	3
Biblical Foundations		
BIBL 101	Introducing the Bible	3
BIBL 105	Interpreting the Bible	3
BIBL 212	Understanding the Old Testament	3
BIBL 222	Understanding the New Testament	3
BIBL 324	Revealing Christ in the Gospels	3
BIBL 326	Encountering the Holy Spirit in Acts	3
Theological Essentials		
THEO 121	Living the Spiritual Disciplines	3
THEO 203	Exploring Christian Beliefs	3
THEO 212	Shaping the Christian Mind	3
THEO 312	Navigating Moral Choices	3
THEO 324	Engaging with the Mission of God	3
Total Hours		63

Major Requirements

Code	Title	Hours
Major Core		
PMIN 101	Personal Leadership	3
PMIN 201	Church Structures	3
BUSI 205	Introduction to Christian Business	3
BUSI 215	Organizational Behavior	3
BUSI 225	Introduction to Financial Accounting	3
BUSI 305	Design Thinking and Innovation	3
PMIN 301	Church Practices	3
BUSI 315	Corporate and Social Responsibility	3

BUSI 325	Christian Business Principles	3
BUSI 405	Kingdom Economics	3
BUSI 415	Business Law	3
BUSI 425	Intermediate Financial Accounting	3
BUSI 435	Impact and Legacy	3
BUSI 450	Business Management	3

Total Hours	42	
Code	Title	Hours
Free Electives		
Choose 15 credit hours of Free Electives		15

Total Hours	15
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All applicable prerequisites must be met.

Graduation Requirements

- **120** Total hours
- **2.0** Overall grade point average
- **30** Hours must be upper-level courses (300-400 level)
- **Grade of 'C'** Minimum is required for all courses
- **100%** Of the major must be taken through Highlands College
- **100** Hours must be completed through Highlands College
- **Co-Curricular** complete requirements
- **Graduation Application** Submission of Degree Completion Application must be completed within the last semester of a student's anticipated graduation date.

Minor Requirements

Important: This minor plan is effective for those starting in the fall of 2025. This minor plan will remain in effect for students who do not break enrollment or who do not change minors.

Code	Title	Hours
BUSI 205	Introduction to Christian Business	3
BUSI 215	Organizational Behavior	3
BUSI 225	Introduction to Financial Accounting	3
BUSI 305	Design Thinking and Innovation	3
BUSI 315	Corporate and Social Responsibility	3

Total Hours	15
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Completion Requirements

- **15** Total hours
- **Grade of 'C'** Minimum is required for all courses
- **100%** of the minor must be taken through Highlands College.

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Example Course Sequence

First Semester		Second Semester			
CORE 101	Freshman Seminar	3	SOCI 103	Exploring Society and Culture	3
CORE 103	First-Year Writing	3	MATH 103	Topics in Mathematics	3
COMM 107	Speaking and Presenting Skills	3	BIBL 105	Interpreting the Bible	3
BIBL 101	Introducing the Bible	3	THEO 121	Living the Spiritual Disciplines	3
PMIN 101	Personal Leadership	3	BUSI 205	Introduction to Christian Business	3
Total 15		Total 15			
Third Semester		Fourth Semester			
HIST 105	The Legacy of Christianity	3	BUSI 225	Introduction to Financial Accounting	3
BIBL 212	Understanding the Old Testament	3	BIBL 222	Understanding the New Testament	3
THEO 203	Exploring Christian Beliefs	3	THEO 212	Shaping the Christian Mind	3
PMIN 201	Church Structures	3	COMM 215	The Art of Listening and Responding	3
BUSI 215	Organizational Behavior	3	BUSI 305	Design Thinking and Innovation	3
Total 15		Total 15			
Fifth Semester		Sixth Semester			
CORE 204	Money Management and Budgeting	3	BIBL 324	Revealing Christ in the Gospels	3
THEO 312	Navigating Moral Choices	3	CORE 201	Critical Thinking and Decision Making	3
PMIN 301	Church Practices	3	BUSI 325	Christian Business Principles	3
BUSI 315	Corporate and Social Responsibility	3	BUSI 405	Kingdom Economics	3
Minor/Elective		Minor/Elective			
Total 15		Total 15			
Seventh Semester		Eighth Semester			
BIBL 326	Encountering the Holy Spirit in Acts	3	THEO 324	Engaging with the Mission of God	3
SOCI 204	Marriage and Family Life	3	BUSI 435	Impact and Legacy	3
BUSI 415	Business Law	3	BUSI 450	Business Management	3
BUSI 425	Intermediate Financial Accounting	3	Minor/Elective		3
Minor/Elective		Minor/Elective		3	
Total 15		Total 15		Total 15	

Course Descriptions

Business Leadership (BUSI)

BUSI 205

Introduction to Christian Business

3 Credit Hours

Provides an introduction to fundamental business concepts and principles tailored to the unique needs of nonprofit organizations. Introduces business best practices relevant to the operation and management of nonprofits with a particular focus on churches, religious organizations, and other faith-based entities.

BUSI 215

Organizational Behavior

3 Credit Hours

Explores the human side of organizations—what people need and desire at work, how they use their time, talent, and energy for collective ends, and how they can work together effectively for the greater good. Identifies best organizational practices for leading teams and organizations. Students will have an opportunity to demonstrate the interpersonal skills required to lead diverse groups and organizations effectively.

Prerequisite(s): PMIN 101

BUSI 225

Introduction to Financial Accounting

3 Credit Hours

Introduces the fundamentals of financial accounting, including how to prepare a balance sheet, income statement, and cash flow statement, analyze financial statements, and calculate and interpret critical ratios. Emphasizes the importance of financial data in decision-making. Reviews budget preparation, fundraising, and fiscal responsibility

Prerequisite(s): MATH 103

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BUSI 305

Design Thinking and Innovation

3 Credit Hours

Explores the principles of entrepreneurship and innovation, including idea generation, business planning, and risk assessment. Introduces design thinking principles and innovative problem-solving tools to solve challenges and guide strategy.

Prerequisite(s): BUSI 101, BUSI 202, BUSI 212

BUSI 315

Corporate and Social Responsibility

3 Credit Hours

Identifies legal issues relevant to business operations, contracts, and employment law. Examines the legal environment in which nonprofits operate. Explores ethical dilemmas and the social responsibilities to customers, employees, investors, and society.

Prerequisite(s): BUSI 101, BUSI 202, BUSI 212

BUSI 325

Christian Business Principles

3 Credit Hours

This course explores the strategic and unique factors that set Christian business apart, grounding students in biblical values such as stewardship, integrity, and service. Building on Introduction to Christian Business, students will examine strategy, planning, statistical analysis, and decision-making through the lens of Scripture. The goal is to equip future leaders with both practical tools and Kingdom-centered wisdom for effective business impact.

Prerequisite(s):

BUSI 405

Kingdom Economics

3 Credit Hours

Students will gain a broad understanding of key economic principles, like supply and demand, markets, labor, and finance, while also engaging with how these principles apply uniquely to churches, non-profits, and Kingdom enterprises. The course integrates Biblical perspectives on provision, generosity, and stewardship, helping students see economics not only as a system of exchange but as a framework for advancing God's purposes in the world.

Prerequisite(s):

BUSI 415

Business Law

3 Credit Hours

This course introduces the foundational legal principles every business leader should know, from contracts and employment law to compliance and liability. Special emphasis is given to the unique legal considerations churches and non-profits face, including governance, tax-exempt status, and religious liberty. Students will leave equipped to navigate the legal landscape with discernment, integrity, and an understanding of wise counsel.

Prerequisite(s):

BUSI 425

Intermediate Financial Accounting

3 Credit Hours

Building on Introduction to Financial Accounting, this course provides a deeper dive into financial reporting, statements, and analysis. Students will learn how to apply accounting standards to complex business situations, preparing them to manage financial health with accuracy and excellence. Practical case studies will include both corporate and ministry contexts, reinforcing stewardship and accountability in leadership.

Prerequisite(s):

BUSI 435**Impact and Legacy****3 Credit Hours**

Bridging the gap between business leadership and ministry, this course equips students to navigate the “language barrier” between spiritual and business worlds. Topics include communication, emotional intelligence, relational leadership, and building influence across diverse settings. Students will learn how to leverage their business acumen to create lasting Kingdom impact and legacy that outlives their careers.

Prerequisite(s):**BUSI 450****Business Management****3 Credit Hours**

This course examines the critical management disciplines needed to lead organizations effectively, including risk management, change management, operations, and supply chain management. Students will integrate biblical principles with practical tools for leading teams, stewarding resources, and guiding organizations through growth and transition. The focus is on equipping leaders who can manage complexity while keeping mission and values at the forefront.

Prerequisite(s):