

Ukrainian-American Concordia University

Master's Degree Programs

CATALOG 2019-20





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WELCOME



Welcome to Ukrainian-American Concordia University!

If your professional goal is advancing your career via a higher level degree and a better understanding of business, I invite you to consider the MBA program at the Ukrainian-American Concordia University. With the high quality of our curriculum, faculty, students, and administration, MBA program perfectly answers the needs of the working professionals.

- The MBA program at the Ukrainian-American Concordia University is designed with the busy life style of our students in mind, conveniently incorporating on-line and face-to-face courses.
- The MBA program's curriculum equips students with business competencies in-demand, capable of significantly improving career prospects of our students.
- The MBA program faculty members are highly qualified professionals well prepared to help students understand what really works in business.

I hope that this Catalog will provide you with helpful information regarding your MBA program.

Warmest wishes,

Prof. Dr. Oleksandr Romanovskyi

D.Sc. (Economics), D.Sc. (Education), Professor

Rector



Welcome to ConcordiaUA!

Ukrainian-American Concordia University is a unique private Ukrainian university holding accreditation from two authoritative institutions, the Ministry of Education of Ukraine and the Foundation for International Business Administration Accreditation, an international accreditation agency.

A degree earned in our University is a huge benefit in the modern market as it enables our students:

- To be taught and trained by top-class lecturers, subject specialists and experts, managers and entrepreneurs.
- To learn by solving real global problem cases.
- To use world-class manuals and resources.
- To study in English with an opportunity to master one more foreign language.
- To do your internships in multinational companies.
- To immerse in the multicultural environment.
- To have an in-depth insight into the modern globalization processes responsive to the need for prompt and efficient decision making.

Our graduates are in high demand in the labor market. If you want to be successful, set up our own business, acquire exclusive knowledge and skills – then you have found the right educational institution to help you realize your incentives with the best outcomes.

Dr. Natalia M. Protsun

Ph.D. (Economics), Assoc. Professor

Dean of Management and Business School

Director of Distance Learning Center



We are delighted to welcome you to Ukrainian-American Concordia University!

We are not merely an educational establishment – we are a domain of professional growth, education and communication to help anyone reach success. A unique blend of classical university education and the flexibility and commitment to a small and medium business is not only our graduates' golden key to the best organizations and corporations but also a valuable asset for those who are willing to set up their own companies.

Not only do we teach economics and business administration, but also provide the skills to make our graduates highly-demanded in the global job market. The curricula and syllabi get updated on the regular basis in line with the most recent socio-economic tendencies and scientific research, which allows us to stay on top and train new-day experts. We are constantly developing and challenging our students with up-to-date tasks and targets, which benefits both us and our students. We are teaching and developing together.

ConcordiaUA offers a master's degree in management (MBA), which is beyond time and fashion, and the knowledge that our students acquire will definitely be a precious resource to pebble the roadmap for your future success. Join ConcordiaUA community!

Sincerely yours,

Dr. Liubov V. Zharova

D.Sc. (Economics), Senior Researcher, Professor

Head of International Economic Relations, Business, and Management Department



GENERAL INFORMATION

Mission

Ukrainian-American Concordia University is a higher education institution committed to helping its students become productive, entrepreneurial, competitive and responsible citizens assuming moral and ethical values. We are a Ukrainian university with American roots, training international-level professionals in management and business administration for over 20 years.

ConcordiaUA has as its mission the creation of a stimulating teaching and learning environment for multi-cultural student community and internationally minded faculty. Ukrainian-American Concordia University stands for training competent experts in the business sphere by means of educational programs developed in accordance with our western partners' standards, laying sound groundwork for the development of our students' skills and talents. The programs are designed to meet the needs of the 21st century professionals and leaders of the global society.

Owing to the global experience of our instructors and the American approach to education, hundreds of our graduates have got employed on top managerial positions in such world's leading companies as *Porsche Finance Group Ukraine, Deutsche Bank Ukraine, L'Oreal Ukraine, METRO Cash & Carry Ukraine, Citibank Ukraine*, and confidently launch their own businesses.

Accreditation and Licensure

ConcordiaUA was established in 1997 as Ukrainian-American Liberal Arts Institute "Wisconsin International University Ukraine". In our twenty-first year, our longterm partner Concordia University (Wisconsin/Ann Arbor <https://www.cuw.edu>, <https://www.cuaa.edu>) became the official co-founder of the Ukrainian-American Concordia University. For us, it is a great honor that our co-founder has agreed to use the word-symbol Concordia in our new name! The meaning of the word Concordia – consensus, agreement, peace – is gaining more importance and weight in the historical development of the world, countries, society and individual. ConcordiaUA is licensed and accredited by the Ministry of Education and Science of Ukraine and the State Accrediting Board of Ukraine to offer Bachelor and Master Programs on site and distantly for Ukrainian and international students, as well as In-Service Training and Preparatory Department.

Since January 25, 2018 Ukrainian-American Concordia University (UACU) has become a member of a world-renowned organization in the field of quality assurance, transparency and integrity of higher education – the **CHEA International Quality Group** (CHEA/CIQG) (Washington, D.C., USA)

State Accreditation:

Ukrainian-American Concordia University is licensed and accredited by the **Ministry of Education and Science of Ukraine** and the **State Accrediting Board of Ukraine** to offer Bachelor and Master Programs. UACU's License is termless.



FIBAA Accreditation:

On September 27, 2012 the MBA program at the Ukrainian-American Concordia University was accredited and on July 6, 2018 re-accredited by **the Foundation for International Business Administration Accreditation (FIBAA)** agency, which is strongly respected in the world business and academic circles. This accreditation agency is recognized in Europe and, furthermore, by the US Council for Higher Education Accreditation. The purpose of FIBAA is to promote the quality and transparency in education and science by awarding quality certificates to educational programs and educational institutions in the areas of higher education and continued professional development. Many well-known universities in the world have FIBAA accreditation.

The fact that UACU received FIBAA accreditation is a signature of the highest quality of its MBA program. Practical benefits that MBA graduates can receive are numerous, including increased opportunities in employment and continued education in Europe and the USA.

Partners

ConcordiaUA students are given an opportunity to practice, study and train abroad (the USA and Western Europe), developing a significant measure of expertise concerning culture, politics, economics and languages. Students are offered a full range of summer and winter programs in Florida, Heidelberg, Munich, London, Plymouth, Madrid, Paris and Strasbourg. ConcordiaUA students integrate the knowledge of Ukrainian and American curricula into the activities of real international companies and enterprises. Courses and internship taken at partner universities are recognized by Ukrainian-American Concordia University.

ConcordiaUA partner universities abroad:

- Concordia University Wisconsin / Ann Arbor (Wisconsin / Michigan, USA)
- Rutgers University (New Jersey, USA)
- University of Minnesota (Crookston, Minnesota, USA)
- East Central University (Oklahoma, USA)
- Indiana Wesleyan University (Indiana, USA)
- Plymouth Marjon University (St Mark & St John) (Plymouth, UK)
- Richmond, The American International University (London, UK)
- Schiller International University (Florida, USA; Germany)
- Trier University (Trier, Germany)
- Ukrainian Free University (Munich, Germany)
- University of Applied Sciences Worms (Worms, Germany)
- University of Koblenz-Landau (Koblenz & Landau, Germany)
- University of Occupational Safety Management in Katowice (Poland)
- Varna University of Management (Varna, Bulgaria)
- Kazakh-American Free University (Ust-Kamenogorsk, Kazakhstan)
- Bahçeşehir University (Istanbul, Turkey)



Partner organizations and institutions:

- The Council for Higher Education Accreditation / International Quality Group (CHEA/CIQG) (Washington, D.C., USA)
- HighMark, Inc. (Atlanta, Georgia, USA)
- Higher School Academy of Sciences of Ukraine (Kyiv, Ukraine)
- Precedent Academics (Indianapolis, Indiana, USA)
- Co-Serve International (Sandy, Oregon, USA)
- German-Ukrainian Society of Economics and Science (DUG WW) (Mainz, Germany)
- SocialBoost (Kyiv, Ukraine)
- US Peace Corps in Ukraine
- Fulbright Program
- Pearson Education (Longman)
- Ukrainian Chamber of Commerce and Industry (UCCI) (Kyiv, Ukraine)
- Chamber of Commerce and Industry (Kyiv CCI) (Kyiv, Ukraine)
- Diamond FMS (Nieuwkuijk, Netherlands)
- Union of Entrepreneurs of Small, Medium and Privatized Enterprises of Ukraine (Kyiv, Ukraine)
- OVB Holding AG (Cologne, Germany)
- Center "Initiative-90" (Kyiv, Ukraine)

Countries Represented by ConcordiaUA Students

Students from more than 40 countries have attended ConcordiaUA: Algeria, Angola, Austria, Cameroon, Congo, Côte d'Ivoire, Czech Republic, Ecuador, Egypt, Estonia, Ethiopia, Georgia, Ghana, India, Iran, Iraq, Japan, Jordan, Kenya, Korea, Kyrgyzstan, Lebanon, Libya, Namibia, Nigeria, Pakistan, Palestine, Republic of Cameroon, Republic of Gambia, Saudi Arabia, the South Africa, Serbia, Somalia, Sudan, Syria, Tanzania, the Russian Federation, Turkey, Ukraine, the USA, Yemen, Zambia, Zimbabwe.



MASTER'S DEGREE PROGRAMS

Overview

Business education at ConcordiaUA prepares students to assume effective and responsible leadership roles in organizations and business. All of the programs are internationally focused and are delivered in English:

- **Master of Management (MM)** Degree Program leading to a Ukrainian State Diploma, accredited by the Ministry of Education and Science of Ukraine, and an International Master of Business Administration Diploma of the Ukrainian-American Concordia University accredited by FIBAA.
- **Master of Business Administration (MBA)** Degree Program leading to an International Master of Business Administration Diploma of the Ukrainian-American Concordia University accredited by FIBAA.
- **Mini-MBA** Program leading to an International Diploma of the Ukrainian-American Concordia University accredited by FIBAA.

Master of Business Administration (MBA) is an integral part of the programs offered at Ukrainian-American Concordia University.



ConcordiaUA also offers international graduate academic exchange programs with Trier University (Trier, Germany), the University of Applied Sciences Worms (Worms, Germany), Concordia University Wisconsin / Ann Arbor (USA), Richmond, The American International University (London, UK) and many others.

Master of Business Administration



Dr. Liubov Kondratenko,
Provost for Academics

Ukrainian-American Concordia University is proud to offer its MBA program. We assess what we do and measure how effective we are in accomplishing our goals. We have faculty and staff that are dedicated to UACU and are concerned with the success of each student.

The Program is internationally focused and delivered entirely in English – on campus, online and in combination of both. It attracts excellent applicants and is taught by highly-qualified teaching staff. A more detailed description of the program is given below.

The program is focused on the traditional MBA curriculum, and exemplifies a good balance of qualitative and quantitative courses. Courses are taught from the middle and senior management perspective and develop the skills, knowledge and insights that enable a shift from functional expertise to broad-based strategic leadership. The participants receive solid fundamentals along with the tools which can be immediately applied in a current business setting. Our goal is to prepare a competent and confident leader who can face the challenges of tomorrow.

Major:

Field of Study: 07 – Management and Administration

Speciality: 073 – Management

Program: Business Administration

Qualification: Master of Business Administration, Manager

Mode: On Campus / Online

Duration: One Year and six months

Learning Objectives

The learning objectives of MBA program can be summarized as follows:

- Give students a clear understanding of the main methods and techniques of strategic management, financial planning and corporate management.
- Encourage students to evaluate management problems in economic, political, social and technical environments within which managers work.
- Introduce students to all the latest developments in the fields of international management.
- Consider the study of international business in a variety of cultural settings.
- Train students on how to integrate and apply the knowledge, approaches and methods they have learned to a variety of practical situations.

- Prepare students to identify problems, consider alternative solutions, evaluate and analyze situations and make decision.

Business education at ConcordiaUA prepares students to become effective and responsible entrepreneurs and leaders in organizations and companies while introducing them to all the latest developments in the fields of international business. The International MBA program is a 45-credit program. It may be completed during one and a half year on a full-time basis. Students are also given an opportunity to study utilizing a distance learning tutor support basis.

Core subjects include Advanced Finance, Advanced Accounting, International Management, International Marketing, Managerial Statistics, IT Applications, Research Methods and Analysis.

Learning Philosophy and Curriculum Content



Mrs. Patricia Essien,
International Program Coordinator,
Program Advisor

At the Ukrainian-American Concordia University, we help you gain the competencies you need to become a successful business leader. Our curriculum is built in such a way as to combine strong theoretical preparation with developing excellent practical skills. Developing competencies, confidence, and ability to make significant contribution to organizational success is the main goal with which our curriculum content and other activities are aligned with.

Research shows that three major factors are required to become a successful business leader and to rise to the top in the business world: good understanding of all aspects of the organization's business; well-developed communication skills; ability to deliver results quickly, efficiently and effectively. All MBA course syllabuses are designed with these factors in mind. Our MBA teaching staff utilizes different teaching approaches to deliver this high-content curriculum with impressive results.



Curriculum

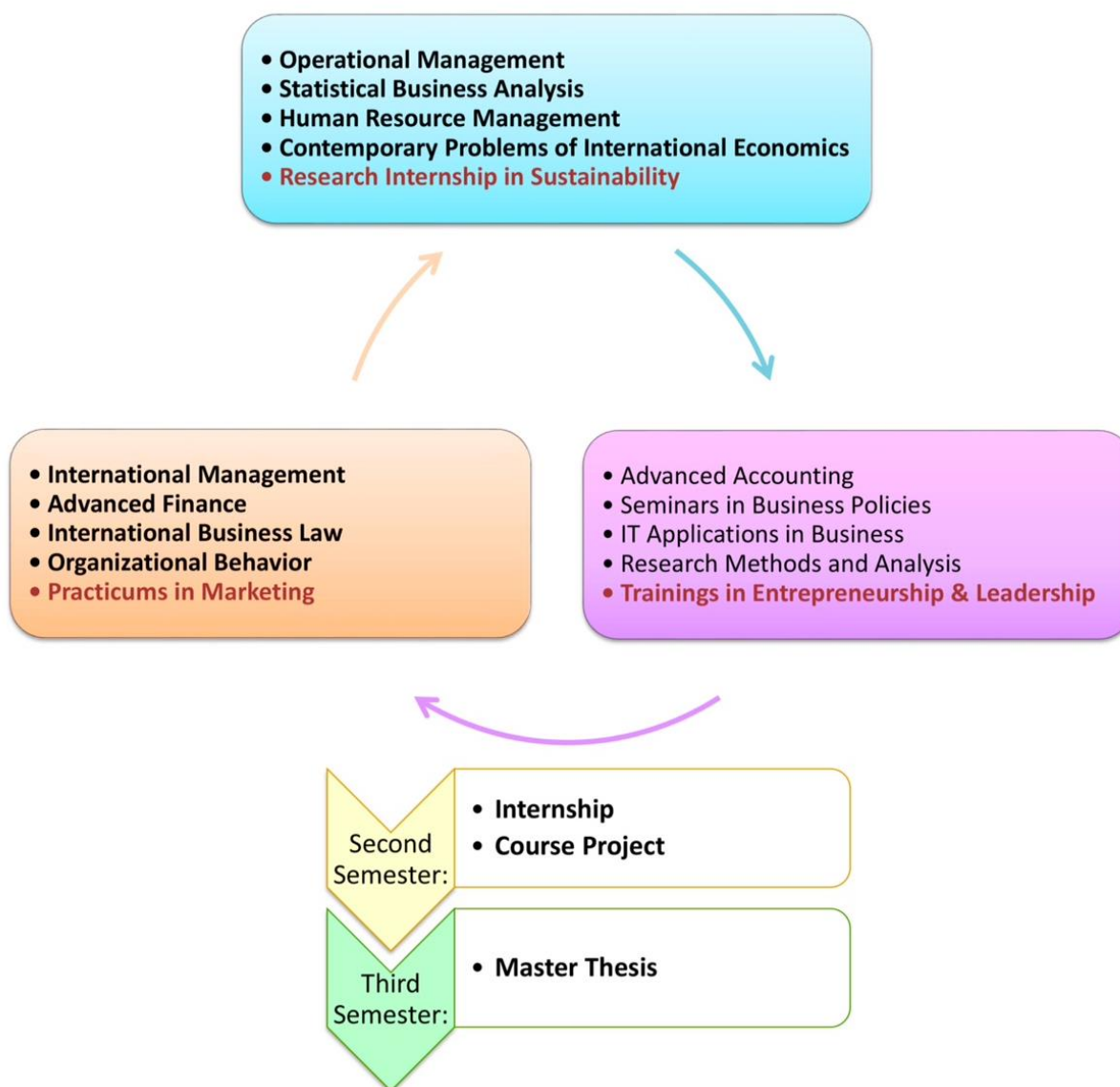
MBA program at Ukrainian-American Concordia University is composed of 15 courses (45 credits). To enhance the strength of the learning environment, the University utilizes technology to deliver course content. This includes the use of exclusive on- line and face-to-face courses.

	Courses	Credits	Class Hours
1	International Marketing	3	45
2	International Management	3	45
3	International Law	3	45
4	Organizational Behavior	3	45
5	Human Resources Management	3	45
6	Operational Management	3	45
7	Statistical Business Analysis	3	45
8	Monetary Theory and Banking Systems	3	45
9	Contemporary Problems of International Economics	3	45
10	Advanced Finance	3	45
11	IT Applications / E-Business	3	45
12	Research Methods and Analysis	3	45
13	Advanced Accounting	3	45
14	Seminars in Business Policies	3	45
15	Marketing Management	3	45
	Total:	45 credits	

Modules

The schedule together with the distance learning opportunities help to combine work and studies.

Students have to complete and defend the Project Paper, the Master Thesis and pass the Final Exam in Management. Moreover, students enrolled in MIM program are required to have an Internship. ConcordiaUA students are offered an opportunity to become interns in the field of international management at prestigious Ukrainian, international and joint companies with the perspective of obtaining a job after graduation. During their internship students are supervised by the experienced faculty and company executives.





MBA Course Descriptions

Advanced Accounting

This course covers many advanced accounting and analysis topics, with the emphasis on analysis of financial reporting, and budgeting techniques and procedures. It is corporate-oriented and includes practical applications and problem-solving techniques. The two (2) group projects include financial reporting analysis of a public company, and a budgeting process analysis.

Advanced Finance

This course covers many Advanced Finance topics, with the emphasis on valuation techniques and managing real and financial investments. It is corporate-oriented and includes practical applications and problem-solving techniques. The individual project includes a real time stock contest game, where students will manage their stock portfolios on international financial markets.

Contemporary Problems in International Economics

This is an advanced course in International Economics that will explore key issues in international trade and finance in the global environment. Several regional issues are examined using the USA and the EU countries as an example.

Human Resource Management

This is a graduate course that thoroughly studies major aspects of Human Resource Management with the aim of providing students with adequate knowledge toward helping their companies gain competitive advantage through their human resources.

International Business Law

The course offers an advanced overview of international law, legal institutions, legal concepts and theories related to business in a contemporary global economy.

International Management

The course will provide graduate students with the concepts and analytical methodology useful in understanding the scope of managing in an international forum. The two main goals for this course are: familiarizing students with the problems and issues that confront international managers, and providing students with intellectual and practical insights, concepts and language to gain a competitive advantage.

International Marketing

This is an advanced course in International Marketing that aims to develop knowledge and skills needed to manage successfully in any organization which has intercultural contacts. Students will explore marketing decision making within a global organization using an applied framework of marketing planning and control.

IT Applications/E-Business

This course provides an in-depth look at Microsoft Office Word, Excel, Access, and Power Point 2003 use, terminology and interfaces. "Hands-on" experience is provided through student use of computer lab. Students are exposed to real-life situations and the process of decision-making in a business environment. Research and work experience will be a valuable contribution to the class material.

Marketing Management

This course is designed to provide students with the understanding of marketing management through practical (case) and theoretical (classroom) work. Students will be given the concepts, ideas, and best



practices to enable them to feel confident entering or working in the marketing world.

Monetary Theories and Banking Systems

This course is an advanced overview of monetary theory, monetary policy, and the working of the contemporary financial and banking systems.

Operational Management

This course will provide students with the concepts and analytical methodology useful in understanding the scope of managing a firm's operations. The two main goals for this course are: familiarizing students with the problems and issue that confront operations managers, and providing students with intellectual and practical insights, concepts and language to gain an operational competitive advantage.

Organizational Behavior

This is a graduate course in Organizational Behavior that thoroughly studies major theories and their practical application in organizational life. The course will help students to apply behavior decision making principles to a wide variety of contexts within the non-profit and private sectors from small to large enterprises and to be able to analyze organizational behavior in both – for profit and non-profit organizations.

Research Methods and Analysis

This is an advanced course in Research and Analysis that will explore key issues in business research; the course covers both qualitative and quantitative aspects of research conducted for the needs of enterprises. On completion of the course the students will be able to understand the theory and practice of conducting research and analysis in business, formulate research problem, research questions and build research design, apply various research methods to practical business cases, apply statistical and interactive research methods in business environment, etc.

Seminars in Business Policies

The course will provide graduate students with the concepts and analytical methodology useful in understanding the scope of business policies. The two main goals for this course are: familiarizing students with business policy problems through the use of case studies, and providing students with intellectual and practical insights, concepts and language to effectively create a viable business plan.

Statistical Business Analysis

This is an advanced course in Statistics that will explore applications of both descriptive and inferential statistics in a process of making effective decisions within an organization including developing reliable forecasts. The course starts with a quick overview of basic statistics topics and is followed by data analysis concepts which include hypothesis testing, one-way and factorial analysis of variance, multiple regression, and time series analysis.



Mini-MBA

ConcordiaUA offers a mini-MBA Degree. This is a good way for professional development which is positively accepted by many companies, as well as for personal development and growth. Furthermore, this is a great opportunity to get an MBA Degree in less than 5 months.

ConcordiaUA mini-MBA program consists of the following courses that you may take at on campus or online (students can choose other courses from the MBA Curriculum):

- Marketing Management
- Research Methods and Analysis
- Business Policies
- Advanced Accounting
- IT Applications/E-Business

Dual Degrees

ConcordiaUA has launched and is successfully developing graduate dual diploma programs with Concordia University Wisconsin / Ann Arbor (USA), the University of Koblenz-Landau (Germany), and the University of Occupational Safety Management in Katowice (Poland).

All of the programs offer our students an opportunity to study in an international environment and acquire the relevant knowledge and skills and, on completion, two degrees from two partner universities, the Ukrainian-American Concordia University and one of our foreign partner institutions.

If you are already enrolled at ConcordiaUA or are planning to become our student, you can consider the option of combining studies at ConcordiaUA with pursuing a bachelor's / master's degree in the USA, Germany or Poland. The offer is also available for ConcordiaUA alumni.

The advantages of cooperative dual diploma programs include:

- An opportunity to obtain two diplomas / degrees – from ConcordiaUA and one of our partner universities of the USA, Germany or Poland.
- Studying in an international environment and immersion in the advantages of entrepreneurship, technological and management innovations, international competences and skills.
- Working with highly qualified professors involved in international collaborative research projects.
- Access to the largest libraries, databases, electronic resources and university publications.
- Access to sporting events and recreational activities.
- No travel and visa expenses if studying online.

Dual Degree Program with the University of Occupational Safety Management:

Our Dual Master's Degree Program with the University of Occupational Safety Management in Katowice (Poland) combines a master's degree in Management (Master of Business Administration) from ConcordiaUA and a master's degree in Project Management or Psychology in International Business from the University of Occupational Safety Management.

Dual Degree Program with Concordia University Wisconsin / Ann Arbor:

The Dual Master's Degree Program with our cofounder Concordia University Wisconsin / Ann Arbor (USA) will allow you to achieve an MBA degree from both universities. CUW offers a variety of majors and minors, so ConcordiaUA students who choose this program can pursue an MBA in Management, International Business, Finance, Health Care Administration, Innovation & Entrepreneurship, Management Information Systems, Sport and Entertainment Business, etc.



At Concordia University Wisconsin / Ann Arbor

Dual Degree Program with the University of Koblenz-Landau:

This Dual Master's Degree Program offered by ConcordiaUA jointly with the University of Koblenz-Landau (Germany) combines an MBA degree from ConcordiaUA and a Master of Science in Information Management (Major in Entrepreneurship, Technology and Innovation Management) from the University of Koblenz-Landau. 50–70% of the courses are to be taken at ConcordiaUA, while 30–50% of the courses are studied at the University of Koblenz-Landau. On completion, successful graduates will obtain three diplomas: Uni KO-LD Diploma, International MBA Diploma from ConcordiaUA (accredited by FIBAA), and a Ukrainian State Diploma from ConcordiaUA (provided they complete the program according to the national requirements, i.e. successfully sit state examinations).

Dual Degree Program with Rutgers, The State University of New Jersey:

ConcordiaUA offers an MBA in Agribusiness together with Rutgers, The State University of New Jersey (USA). Rutgers is a leading national research university and the state of New Jersey's preeminent, comprehensive public institution of higher education. Established in 1766, the university is the eighth oldest higher education institution in the United States.



ACADEMICS

Our Instructors

Instructors of the MBA program at ConcordiaUA bring their great theoretical and practical expertise to the classroom. They offer students an opportunity to learn, what really works in Ukrainian and International business. With their help, students develop an in-depth understanding of business operations in different areas of business. Among the instructors are:



Mark Sawchuk

Senior Lecturer at the Department of International Economic Relations, Management and Business.

Mr. Sawchuk is General Manager of the Professional Products Division of L'Oreal Ukraine Company. He's been working at L'Oreal Group for the past 15 years, having worked at various leadership positions including heading the divisions of the company in Montreal and Paris. Now resides in Ukraine as a Director of L'Oreal Professional Product Division in Ukraine.

Has taught at ConcordiaUA for six years. Teaches Brand Management and Marketing Research. MBA students enjoy Mark's classes thanks to the high quality theoretical and practical content.



Jeff Evans

Master's Degree in Social Work, Bachelor's Degree in Chemistry.

Founder and owner of Central Contracting Inc., an upscale residential renovation contractor since 1981. Previous experience as chemist at Monsanto World Headquarters and Mallinckrodt Laboratories. Top salesman at Roche Laboratories and AstraZeneca. At Landmark Worldwide (formerly Landmark Education) throughout the USA, Canada and Mexico trained over 500 volunteers and staff in presenting and managing groups. Produced and organized over 50 seminars for 10 to 300 person events. Managed enrollment and registration into programs.

Mr. Evans teaches Leadership and Sociology at UACU, National University of Kyiv-Mohyla Academy, National Aviation University, Taras Shevchenko National University of Kyiv; holds workshops and lectures at US Embassy's Janet C. Demiray English Teacher Resource Center and the National Technical University of Ukraine "Igor Sikorsky Kyiv Polytechnic Institute".



Douglas Brattain

Mr. Douglas Brattain teaches on-line courses at MBA program. The global approach he uses in his teaching provides MBA students with a unique way of developing their understanding of theory and practice of Operational Management, International Management and Business Policies.

Mr. Douglas Brattain is Recruiting, Training, and DOT Compliance Manager in IF&P Foods, Secretary in Indiana Chapter of the American Foundation for Suicide Prevention, Instructor at Wisconsin International University Ukraine, and Transportation Manager in Indianapolis FruitCompany.

Mr. Douglas Brattain is a true scholar practitioner who enjoys the intricacies of observation and learning the details of different functional areas.



Olga O. Verkhohlyad

Ph.D. in Management and Administration.

Provost for Research, Professor at the Department of General Studies.

Received her master's degree at Dallas Theological Seminary (USA) and her Ph.D. degree at Texas A&M University in 2008. Her dissertation, "The Development of an Improved Human Capital Index for Assessing and Forecasting National Capacity and Development" received two prestigious awards: Dissertation of the Year Award (EAHR Department, Texas A&M University) and Malcolm S. Knowles Dissertation of the Year Award (Academy of Human Resource Development, USA).

Has been Professor at the Ukrainian-American Concordia University (UACU) since 2009. Teaches Organizational Behavior.



Hlib S. Buriak

Ph.D. in Economics, M.A. in International Business.

Associate Professor at the Department of International Economic Relations, Business and Management.

Dr. Buriak graduated with master's degree in International Business from Taras Shevchenko National University of Kyiv (2005) and obtained the qualification of an international economist and English translator.

Between 2006 and 2008 worked in the civil service as Assistant Consultant to a Member of Ukrainian Parliament and a Counselor of the First Vice Prime Minister of Ukraine. In 2010, defended the Ph.D.



thesis “Corruption in the modern-day institutionalization of the global economy” at the Institute of International Relations, Taras Shevchenko National University of Kyiv. Was awarded a Ph.D. (Candidate’s Degree) in Economics (major 08.00.02 “International economic relations and global economy”). The same year, held a position of Assistant Professor at the Department of International Business of the Institute of International Relations. In 2012 published a monograph “Economic institutes in the system of corruption: international aspect.”

Since 2013, has worked as Associate Professor at ConcordiaUA. Teaches Contemporary Problems in International Economics.

His research interests include the new institutional theory, shadow economy and corruption, economics of developing countries, organizational management, irrational behavior and decision making.



Joachim Bentz

Senior Lecturer at the Department of International Economic Relations, Business and Management.

Marketing Director of the international corporation Imperial Tobacco Ukraine.

A Harvard Business School alumni, has over 15 years of professional management experience in Beiersdorf AG, one of the leading global manufacturers of personal consumer products in Ukraine. Joachim has worked at many different levels in global organizations, has taken part in the development and implementation of effective local strategies for FMCG in Chile, Germany and CIS countries. Courses taught at ConcordiaUA: Self-Management and Marketing.



Nataliia D. Amalian

Ph.D. in Economics, Associate Professor.

Associate Professor at the Department of International Economic Relations, Business and Management.

Dr. Amalian graduated from Taras Shevchenko State University of Kyiv with an Honors Diploma in International Relations. In 1984, was awarded a Ph.D. (Candidate’s Degree) in Economics.

Associate Professor at the Department of Finance and Financial and Economic Security since 2013. Has a number of advanced in-service training certificates upon completion of economics-related courses delivered in English. Associate Professor at the Department of Banking of the Kyiv National University of Trade and Economics. Has been Associate Professor of the Ukrainian-American Concordia University

since 2016. Teaches Business Finance, Banking System and Financial Institutions.



Liubov V. Zharova

Doctor of Science in Economics, Senior Researcher.

Head and Professor of the International Economic Relations, Business and Management Department.

Having graduated from Kyiv Polytechnic Institute, Dr. Zharova obtained a Ph.D. in Economics in 2005 and was awarded the academic title of Senior Researcher in “Economics of Nature Management and Environmental Protection” in 2007. In 2013, she defended her doctoral research thesis and was awarded a doctorate in Economics.

She has a number of certificates upon completion of economics-related courses taught in English. Author of over 150 scientific publications, including a monograph, member of editorial boards of the scientific journal *MIND* (The University of Economics and Humanities in Bielsko-Biala, Poland), *Economics and Management* and *Entrepreneurship* (South-West University “Neofit Rilski” in Blagoevgrad, Bulgaria), and Executive Editor of the international academic scholarly journal *Business, Economics, Sustainable Development, Leadership and Innovation*.

Dr. Zharova has worked with the State Fund for Fundamental Research of Ukraine, the Ministry of Ecology and Natural Resources of Ukraine, the Ministry of Economic Development and Trade of Ukraine, the European Bank for Reconstruction and Development, and the United Nations Development Program (UNDP) in Ukraine.

Teaches Operational Management and International Management.



Nataliia B. Viatkina

Ph.D. in Philosophical Sciences, Associate Professor.

Associate Professor at the Department of General Studies.

As an expert, Dr. Viatkina collaborates with the American Councils for Collaboration and Education, US-Ukraine Awards for Excellence in Teaching Programs (ACCELS/TEA), Educational Research Center for GroundWater Protection, NGO CENTER for social forecasts, and many other organizations. Former Director of the State Scientific Institution “Institute of education content modernization” (2015–2016). Dr. Viatkina currently works as Senior Researcher at the Institute of Philosophy of the National Academy of Sciences of Ukraine. At ConcordiaUA, teaches Research Methods and Analysis.

Alumni and Social Network, Career Planning

MBA degree is more than a degree. It is a life-changing opportunity which can open many doors for you in the professional world. One of the ways it is done is through the network students can build while at ConcordiaUA. Our students have diverse functional expertise. Our alumni work in different business sectors in national and international companies. This is a great resource student can use to expand the network.

At ConcordiaUA, we take the question of helping students build their professional network very seriously. Different events are organized where students and alumni can meet each other. Furthermore, ConcordiaUA is interested in helping our alumni in their professional growth.

The following companies are internship places for our students where many ConcordiaUA graduates continue to work on a full time basis:



Dr. Oleksandra Romanovska, Provost for International Relations, Development and Organization / Communications Coordinator runs the questions regarding Alumni Network, Internships and Career planning.



Dr. Oleksandra Romanovska (on the left),
Provost for International Relations, Development and Organization

To make the cooperation more systematic and better available for the students, ConcordiaUA developed and has been using successfully **Facebook Internship Page**:

<http://www.facebook.com/groups/214506911984458/>

The Facebook Alumni Page is of great importance too as it helps to bring together the organized efforts of alumni, to encourage participation more fully in the life of the University, to provide information about the University and to facilitate association among alumni of the same community for the benefit of their cooperation.

Facebook Alumni Page:

<http://www.facebook.com/groups/wiuu.alumni/>



Leadership Education at the Program

Being a student at the Ukrainian-American Concordia University has many advantages, one of which is meeting distinguished corporate, non-profit, and political leaders. MBA students are always invited to the events which enable them to learn more from the great expertise of such individuals.

Experts who have spoken at the events sponsored by ConcordiaUA include:

- **His Excellency John Edward Herbst** (USA) – Ambassador of the United States of America in Ukraine (2003–2006). B.S. in Foreign Service (1974) and M.A. in Law and Diplomacy (1978); Honorary Doctor of the Ukrainian-American Concordia University. On June 14, 2019, H.E. John E. Herbst was appointed Honorary President of UACU.
- **His Excellency Dietmar Gerhard Stüdemann** (Germany) – lawyer and economist, retired Ambassador of the Federal Republic of Germany in Ukraine, Advisor to the President of Ukraine V. A. Yushchenko (2006–2007); Senior Advisor of Deutsche Bank, member of the Board of the German-Ukrainian Forum (Deutsch-Ukrainisches Forum e.V.) and the German-Ukrainian Society for Economics and Science (DUG WW; Mainz, Germany). Honorary Chancellor and Honorary Doctor in International Relations and Diplomacy of the Ukrainian-American Concordia University.
- **Elaine Sarao, Ph.D.** (USA) – UACU Associate Rector; Franklin Fellow at the U.S. Department of State, Washington, D.C. (2010–2013) as an Expert on Civil Society; Advisor to Rector and Honorary Doctor in the sphere of International Relations and Public Diplomacy of the Ukrainian-American Concordia University. Currently Dr. Sarao represents UACU in Washington, D.C., where she is a foreign-affairs analyst and strategist.
- **Mr. Paul R. Thomas** – Advisor to the Rector and lecturer of the Ukrainian-American Concordia University. Mr. Thomas holds a master's degree (M.A.) in Economics and is a leading business expert specializing in Natural Resource Economics and International Finance. As an Adjunct Professor, he lectures and teaches seminars in business valuation, asset appraisal and financial analysis for university MBA programs, contributes to industry journals, and teaches seminars in support of energy efficiency project financing for industry and government entities. On behalf of the United States Appraisal Institute, Mr. Thomas develops and teaches courses as part of the Professional Development Program in International Valuation of Fixed Assets.

As Partner and President with IRE (USA) Inc. and IRE (Ukraine) LLC, Thomas and Simonova (Ukraine) since 1995, Mr Paul R. Thomas currently serves as Senior Executive and Consultant conducting business and asset valuations (land, commercial and residential real estate, industrial real estate, hotels and retail facilities in compliance with International Valuation Standards), carrying out corporate due diligence and financial services for clients operating in Ukraine, Russia and the CIS, i.e. for firms undergoing international audits by Big-4 firms. Representative clients and valuations assignments include Withers LLC. London, Oschad Bank, Privat Bank, UkrNafta, U.S. State Department, Daewoo Telecom, etc.

Mr. Thomas has more than 45 publications, including research articles, case studies, appraisals and valuation reports, journal and periodical articles, conference papers, seminar materials and reviews. Numerous contributions of data and publication references in the *Wall Street Journal*,



Mining Engineering, Engineering and Mining Journal, Newsletters of The Gold and Silver Institutes, the Natural Resources Industries Institute, the *American Mining Congress Journal*, various Ukrainian business magazines and newspapers.

Paul R. Thomas was awarded an Honorary Membership in the Ukrainian Society of Appraisers in recognition of outstanding contributions toward development of the appraisal industry in Ukraine (1999).

- **Dr. Karl Beck** (USA) – The Director of the United States Peace Corps in Ukraine (2001–2007), Honorary Doctor of the Ukrainian-American Concordia University.
- **Dr. Jörn Hendrich Block** (Germany) – Doctor of Economic and Political Sciences, Professor of Management at the Chair of Management of the Trier University (Universität Trier, Germany). Visiting Professor at the Department of Applied Economics and Associate Member of the Erasmus Research Institute of Management (ERIM) at the Erasmus University Rotterdam (Netherlands). Doctoral Thesis in Management and Economics, Guest Professor of the Ukrainian-American Concordia University. Member of the Editorial Board of the scholarly journal *BESLI (Business, Leadership, Sustainability and Innovation)*.
- **Dr. Douglas Gardner** (USA) – former UN Resident Coordinator and UNDP (United Nations Development Program) Resident Representative in Ukraine (2002–2005). Earned degrees in economics and English and a master's degree in international management. Honorary Doctor of ConcordiaUA.
- **Kenneth Gray, Ph.D.** (USA) – UACU (WIUU) American Dean (2001–2002 and 2006–2007), Honorary Doctor of the Ukrainian-American Concordia University.
- **Dr. Hansjürgen Doss** (Germany) – an architect and politician, Honorary Consul of Ukraine in Germany, Member of the German Parliament 1981–2002, President of the German-Ukrainian Society for Economics and Science. Holds a university degree in Design and Architecture. Dr. Doss is Honorary Doctor of the National Dragomanov Pedagogical University (Ukraine) and the Ukrainian Free University (Ukrainische Freie Universität, Germany), Honorary Professor of Economics at the Ukrainian-American Concordia University.
- **Dr. Hendrik S. Doss** (Germany) – Design Dozent at the faculty of Media Management of the RheinMain University of Applied Sciences (Germany). Dr. Doss holds a university degree in Design and is Honorary Doctor of the Kyiv National University of Technologies and Design. CEO of dosscom, Member of the Board of Directors of the German-Ukrainian Association for Economy and Science, lecturer at the EC Europa Campus University of Applied Sciences and the Ukrainian-American Concordia University.
- **John S. Johnson, Ph.D.** (USA) – Senior Partner of Precedent Academics, Coordinator of Doctorate Programs at Indiana Wesleyan University and the University of Phoenix (USA), Visiting Professor and Honorary Doctor of the Ukrainian-American Concordia University.
- **Mr. Yunus Emre** – President of German-Turkish Association for Economy and Science and Member of the National Integration Commission of CDU (Germany).



- **Sanitätsrat Wolfgang Klee** (Germany) – State Medical Counselor, Doctor of Medicine, dermatologist, biologist, member of the German-Ukrainian Society of Economics and Science (Germany), Honorary Doctor of the Ukrainian-American Concordia University.
- **Marshall Christensen, Ph.D.** (USA) – Founder and Leadership Team Member of Co-Serve International (USA), Honorary Professor of the Ukrainian-American Concordia University.
- **Dr. Adalbert H. Lhota** (Austria / Switzerland) – Honorary Consul General (1999–2007) and Acting Commercial Counselor of the Federal Chancellor of Austria, Honorary Senator; Director of Swarovski Holding AG. Holds honorary doctorates in Philosophy (from the National Dragomanov Pedagogical University) and Economics (Doctoris Rerum Oeconomicarum in Business Administration) from the Ukrainian-American Concordia University. Honorary Professor of Management of the Ukrainian-American Concordia University.
- **Dr. Roger McMurrin** (USA) – President of Music Mission Kiev (1995), founder and conductor of the Kyiv Symphony Orchestra and Chorus (since 1993). Honorary Doctor of the Ukrainian-American Concordia University.
- **Dr. Michael Ruiss** (Germany) – publisher and CEO of the top-rated Magazine *Frankfurt Rhein-Main* (leading regional lifestyle magazine of the German Frankfurt Rhine-Main region). Honorary Doctor of Philosophy of the Lesya Ukrainka Eastern European National University (Volyn); and Honorary Professor of Journalism of the Ukrainian-American Concordia University.
- **Mara Sukholutskaya, Ph.D.** (USA) – Associate Professor of English and Languages, Director of Global Studies at East Central University (Oklahoma, USA); Honorary Doctor in Linguistics and International Communication of the Ukrainian-American Concordia University.
- **Dr. Axel Haas** (Germany) – Managing Director of Arend Prozessautomation Company, Lecturer at the Department of Management at the Trier University (Germany), Honorary Doctor of Philosophy of the National Dragomanov Pedagogical University. Honorary Doctor in International Business and Honorary Professor of Marketing and Entrepreneurship of the Ukrainian-American Concordia University.
- **Mr. Lars Hoffmann** (Germany) – General Manager at Americanet Travel Marketing and Publishing, On-line Marketing Specialist at the Ukrainian-American Concordia University.
- **Dr. Moritz Hunzinger** (Germany) is an expert in Public Relations, Honorary Professor of PR and Communication, Vice-Chairman of the Supervisory Board and the European Union Coordinator at the Ukrainian-American Concordia University.

Chairman of the Board of the mobile payment company Cashcloud (since 2016), Board Member of the automotive manufacturer company Gemballa Holding (since 2015), interim CEO of Mars One Ventures (2016–2017). Prior to these positions he was Chairman of the Board of stock listed Infas Holding (previously Hunzinger Information) for 25 years. Since 2015, Chairman of the Advisory Board of Brocard Parfums (leading perfume retailer in Ukraine), Vice-Chairman from 2003 until 2015. Assigned to Cabinet of the then EU Vice-President Martin Bangemann, he advised the European Commission on cooperation with Eastern and Central Europe countries.



Dr. Hunzinger received his diploma from the first President of Ukraine Leonid Kravchuk. Holds Honorary Doctorates of Philosophy of the Ukrainian-American Concordia University and the National Dragomanov Pedagogical University. Was appointed as Honorary Senator by the Ukrainian Free University in Munich, Germany in 2008. Since 2015 he is an Honorary Professor at the Lesya Ukrainka Eastern European National University (Lutsk, Ukraine). Since 2014, Moritz Hunzinger is a professor for PR and Communication at the Faculty of Socio-Psychological Sciences and Management and thus the first foreign faculty member of the NDPU (Kyiv, Ukraine). In 2017 he was elected a member of the Supervisory Board of the NDPU.

- **Dr. Philipp Schmidt** (Germany) – CEO and Founder of Konzeptberlin; Strategic Advisor and Chief of Staff in the German Parliament (the Bundestag). Holds a master's degree in International Business (University of Tilburg, Netherlands). Visiting Professor and Honorary Doctor in Human Resource Management and International Relations of the Ukrainian-American Concordia University (since 2018).
- **Dr. Peter Spary** (Germany) – General Secretary of the German-Ukrainian Society of Economics and Science (DUG WW; Mainz, Germany), General Secretary of the German-Hungarian Association, Vice President of Mérite Européen, Chief Consultant at the University of Hagen (*FernUniversität*; Hagen, Germany). Doctor of Economics, Doctor of Political Economics *honoris causa*, Honorary Professor of PR at the the Ukrainian-American Concordia University. Member of the Editorial Board of the scholarly journal *BESLI (Business, Leadership, Sustainability and Innovation)*.
- **Mr. Alexander Schönherr** (Germany) – M.A. in Psychology, CEO of the SWV Schweizer Werte Vermittlung Company.
- **Prof. Stephan Schupbach** (Germany) – Honorary Professor for Industrial Design at the Frankfurt University of Applied Sciences, Guest Professor of the the Ukrainian-American Concordia University. Holds a university degree in Design.
- **Dr. Stephan Welk** (Germany) – Doctor of Economic and Political Sciences (Dr. rer. pol.), Master of Laws (L.L.M.), Professor Emeritus, Honorary Consul and Special Adviser on Economics to Minister for Foreign Affairs of São Tomé e Príncipe; a citizen of Germany and São Tomé e Príncipe, Business Economist and Diplomat. Honorary Professor for Public International Law and Diplomacy of the Ukrainian-American Concordia University (2017) and member of the Editorial Board of the scholarly journal *BESLI (Business, Leadership, Sustainability and Innovation)*.

Dr. Welk developed various business projects in Hong Kong, Bahamas, Europe and Middle East. In 2003-2005 he served as a Managing Director for International Business at Mauser GmbH (Isny, Germany). In 2005-2007 he was a Member of the Board of Directors of SAT & Co. AG in Kazakhstan. At the present time he works as a Consultant for the World Bank, Senior Consultant and Managing Partner of IB&GC Ltd. London, Member of the Board of Directors of Wedo AG Dubai, Member of the Board of Aduno GmbH Wirtschafts- & Regierungsberatung.

Dr. Welk volunteered for the Laureus Foundation, namely in Burundi, where he established a school and supported African artists. In São Tomé e Príncipe he supports the Universidade de São Tomé e Príncipe and allows students, in collaboration with the foreign language department

of the university, to visit the University of Münster for 4 weeks a year. Was awarded a Grand Cross in the Royal Order of the Lion of Rwanda by King Yuhi VI of Rwanda. He is a Knight of the Order of Merit of the Portuguese Royal House, and of the Royal Portuguese Association of Guards of Honored Castles, Pantheons and National Monuments as well as a Knight of the Royal House of Georgia.

- **Dr. Gero von Pelchrzim und Trzankowitz** (Germany) – a famous German Defense Attorney and Criminal Lawyer, Doctor of Law (Doctor iuris), Master of Laws (L.L.M.), and Honorary Professor of Law and Compliance of the Ukrainian-American Concordia University.
- **Dr. Gert-René Polli** (Austria) – an organization and government security and strategy expert with more than 30 years of experience in civil, military, intelligence and diplomatic environment as well as in other public and private sectors. Honorary Professor for Intelligence, Security Services and Counterterrorism of the Ukrainian-American Concordia University.

Dr. Polli worked, inter alia, as Head of Corporate Security at Siemens AG and the Austrian government as Head of Intelligence for more than 6 years. Dr. Polli is an expert in the field of Threat Analysis related to current and future political and security challenges in Europe. In this capacity he is well known and respected in public and media. He was working and living in conflict zones like Iraq, Syria, Pakistan and was resident in Turkey until September 2016. Mid 2017 Dr. Polli has published a well-received book on European Security and Intelligence issues, and is frequently guest on TV and other media to comment on policy and security related topics.

- **Dr. Jan Metzler** (Germany) – a German politician and entrepreneur, representative of the German Bundestag (the German Federal Parliament) since 2013, Visiting Professor of the the Ukrainian-American Concordia University. Holds master's degrees in Business Administration and International Management. Was awarded the title of Honorary Doctor of UACU in Diplomacy and International Relations (2018).



Elaine M. Sarao, Associate Rector, Ph.D. with her husband Paul,
Mr. and Mrs. Romanovski and Patricia Essein



Dr. Hansjürgen Doss – Honorary Consul of Ukraine in Germany, Ex-Member of the Deutscher Bundestag (1981-2002), President of the German-Ukrainian Society of Economics and Science (DUG-WW, Germany) is giving a lecture to ConcordiaUA students.



Jeff Evans presenting the course of leadership to ConcordiaUA students.



Hon. Senator Moritz Hunzinger – Chief Executive Officer (CEO) Emeritus of Action Press Holding AG; Founder and Managing Partner of GFI Communications (Germany) (in the middle) enjoys sharing his wisdom of building effective international business with ConcordiaUA administrators and students.



Representatives of Highmark Inc. visit ConcordiaUA every semester delivering lectures on the broad spectrum of business issues.



Dr. Marshall Christensen, Founder and President of Co-Serve International (USA).



Academic Policies

Graduation Requirements

Graduate students will be granted a Master's degree upon satisfactory fulfillment of the following requirements:

- Completion of the required courses and credit hours required for the degree.
- A cumulative grade point average of 2.00.

During the course of the graduate program, the student's work is subject to continuous review by the Dean of the International Programs and Program Advisor. Students are responsible for satisfying the requirements for graduation and for observing the academic regulations of ConcordiaUA.

Petitions for graduation will be approved by the Academic Office if all degree requirements have been completed before the proposed graduation date and if all required documents have been submitted and fees paid.

A student may be dropped from candidacy for serious academic or personal misbehavior by decision of the Academic Office. ConcordiaUA students are offered an opportunity to become interns in the field of international management at prestigious Ukrainian, international and joint companies with the perspective of obtaining a job after graduation.

Grading System

Course Credit

A student's performance in each course is evaluated with letter grades with equivalent grade point average ranging from an "A" (4.00) through "F" (0.00). "Plus" or "Minus" grades may be used at the instructor's discretion.

Transfer Credits

In order to transfer credits from another educational institution to ConcordiaUA, a potential student must provide ConcordiaUA with the information regarding the learning outcomes of the course, for which the credit transfer is sought.

Furthermore, adequate information on certification/accreditation/quality assurance of the institution of higher education from where the credit transfer is sought must be provided by the potential student.

If the institution of higher education possesses nationally/internationally recognized accreditation, and if the learning outcomes are not substantially different from the ones at ConcordiaUA, credit transfer may be allowed. In case of rejection of a foreign qualification, substantial differences in the learning outcomes have to be substantiated.

There is no limitation to the quantity of the courses that may be transferred.



Incompletes

An incomplete grade (I) may be assigned by the instructor when, in the judgment of the instructor, the student is unable to complete the requirements of a course because of unforeseeable emergency and justifiable reasons at the end of the semester. To receive credit for the course, the incomplete work must be finished no later than one month from the end of the semester in which it was assigned. A final grade will be assigned when the work stipulated has been completed and evaluated or when the time limit for completing the work has elapsed. A student may petition for a time extension due to unusual circumstances.

Academic Integrity

Academic integrity is submitting one's own work and properly acknowledging the contributions of others. Any violation of this principle constitutes academic dishonesty and is liable to result in a failing grade and disciplinary action. Forms of academic dishonesty include:

- **Plagiarism** — submitting all or part of another's work as one's own in an academic exercise such as an examination, a computer program, or a written assignment.
- **Cheating** — using or attempting to use unauthorized materials on an examination or assignment, such as using unauthorized texts or notes or improperly obtaining (or attempting to obtain) copies of an examination or answers to an examination.
- **Facilitating Academic Dishonesty** — helping another commit an act of dishonesty, such as substituting for an examination or completing an assignment for someone else.
- **Fabrication** — altering or transmitting, without authorization, academic information or records.

Principles of academic integrity require that every student:

- Properly acknowledge and cite all use of the ideas, words or results of others.
- Make sure that all work submitted as his/her work in an academic activity is produced without the aid of unsanctioned collaboration or unsanctioned materials.
- Treat all other students in an ethical manner, respecting their integrity and right to pursue their educational goals without interference.

Compliance with these principles is necessary in order to insure that:

- Every student is given proper credits for her/his ideas, words, results and other academic accomplishments.
- All academic work done by a student is fairly evaluated and no student has an inappropriate advantage over others.
- The academic and ethical development of all students is fostered.
- The reputation of the University for integrity in teaching and research is maintained and enhanced.

Failure to adhere to these principles of academic integrity threatens both the reputation of the University and the value of the degree awarded to its students.



RESOURCE CENTERS

Library

ConcordiaUA has a high-quality library, which serves as one of the major tools for studying at ConcordiaUA. The library holds textbooks, books, science journals and other academic literature in Ukrainian, English, German, Russian and other languages. ConcordiaUA server holds catalog and dictionaries which can be easily accessed. Students can use a reading room for their conveniences. Library staff is always willing to assist you in your information search.

The principal objectives of our Library are to provide information support, facilitate the education and research process, and to satisfy the readers' demands in the most efficient way and at the shortest possible time. Today, ConcordiaUA's Library is a significant information and cultural center of the Ukrainian-American Concordia University, providing bibliographical and information services to foster the teaching, learning and research processes at UACU. The development, shaping, preserving, and management of in-house and global resources are in line with the educational and research activities of UACU, providing for information and research support to students, faculty, and staff on ground of accessibility, operational efficiency, informative value, and convenience.

The Library collection totals 16,125 items (as of January 1st, 2019).

Students enrolled in the joint dual degree programs have full access to our partner universities' resources – libraries, internet resources, distance learning platforms, etc.

IT Center

Our Internet Center opens access to virtual Internet data bases: libraries, information centers, foreign publishing houses, archives and science magazines. Internet provides distance learning technologies and connects ConcordiaUA to colleagues and partners throughout the world.



Mr. Vladyslav O. Nadtochii,
Head of IT Center

Mr. Vladyslav Nadtochii, Head of IT Center, System Administrator – Information Systems Software/Service Administrator of the Distance Learning Center, is always happy to assist students with any of internet access-related needs.

In 2002, Mr. Nadtochii graduated from the National Dragomanov Pedagogical University with a Master's Degree in Technical Education, obtaining the qualification of a teacher of technical subjects, labor training, information engineering technologies and life safety.

Since 2002, he has held a position of Senior Lecturer at the Department of Information Technologies and Innovations of ConcordiaUA. Courses taught: Computer Science I, II.

Distance Learning Center

In order to provide high quality education in line with innovative approaches of the world's leading educational institutions and recognizing the benefit of online learning, feedback and assessment, ConcordiaUA Distance Learning Center of the Ukrainian-American Concordia University uses MOODLE 3.0 (Modular Object-Oriented Dynamic Learning Environment) – the virtual distance and online learning resources and activities platform, which facilitates access to learning resources and enhances communication between instructors and students.

The duration of training on the distance mode of studies corresponds to the education plan of the Ukrainian-American Concordia University: 4 years for a bachelor's degree, 1 year and a half for a master's.

Distance education uses web-based resources of academic disciplines (programs), inclusive of online academic courses – systematized collections of information and instructional resources, required to internalize these academic disciplines (programs), accessible via the Internet using a web browser and/or other software applications available to a user.



Dr. Natalia M. Protsun,
Associate Professor, Ph.D.,
Dean of Management and Business
School, Director of Distance Learning
Center

Dr. Natalia M. Protsun – Dean of the Business and Management School and Director of the Distance Learning Center of ConcordiaUA.

Graduated from the National University of the State Fiscal Service of Ukraine, Department of Economics and Taxation (2006–2011). In 2011, obtained a master's degree in International Economics from the National University of the State Fiscal Service of Ukraine (Honors Diploma). Completed a post-graduated course (2011–2014) at Taras Shevchenko National University of Kyiv.

Holds a Ph.D. in Economics (World Economy and International Economic Relations) from Taras Shevchenko National University of Kyiv (2015). From 2015 to date – Associate Professor at the Department of International Economic Relations, Business and Management of the Ukrainian-American Concordia University (UACU). Teaches Foundations of Diplomacy and Diplomatic Operation, Diplomatic Protocol and Etiquette, Introduction to Business, International Business, Contemporary Problems in International Economics.

Has more than 20 publications, including 9 research articles in professional scientific journals. Participant of all-Ukrainian and international research-to-practice conferences focusing on implementation and development of international economic relations. Co-authored a foreign multi-author monograph. Dr. Protsun's research interests include innovative development of international of economic patterns; economy of a developing country; investment.

ADMISSIONS

Applying for Admission

Ukrainian-American Concordia University admissions procedure is streamlined and highly personalized, and our Admissions staff is available to assist you at every step of your application process. The Admissions Committee evaluates candidates to assess the potential they have to master the program and to meaningfully contribute to it, as well as the program's alignment with the candidates' goals. The factors which are paid attention to during the evaluation process are as follows: professional work experience, an admission interview, and the previous academic history.



Mrs. Olga Glazova,
Admissions and International
Center Director

Having been with Ukrainian-American Concordia University (UACU) since 2000, **Mrs. Glazova** possesses extensive experience in various administrative and managerial positions of increasing responsibility.

Graduated from the Kyiv State Pedagogical Institute of Foreign Languages with a Master's Degree in Language Education (French and English).

Admission Criteria

MBA is an innovative and highly relevant program which combines management theory with the practical skills that modern employers need. The objective of the MBA program at ConcordiaUA is to take a student's career to the next level with an efficient blend of academic experience and practical skills. Therefore, prior to enrolling in the MBA program, it is required to have two years or more of relevant work experience.

List of documents required for admission of Ukrainian citizens:

- Completed application form.
- Official transcripts and diplomas (bachelor's degree and/or master's degree).
- Medical certificate of health condition.
- Copy of passport and copy of national ID card.
- Military recruits' registration certificate for men.
- Six (6) photos (3×4).
- Proof of fully paid tuition and other fees (including library deposit, dormitory).

**List of documents required for admission of international students:**

- Completed application form.
- Official transcripts and diplomas (translated and legalized by your country's official authorities either in your home country or in the embassy of your country in Ukraine).
- Birth certificate (translated and legalized).
- Medical certificate of health condition (translated and legalized).
- AIDS certificate (translated and legalized).
- Copy of passport.
- Ten (10) photos (3×4).
- Two (2) recommendation letters (from former or present employees, institutions, lecturers and other relevant sources).
- Return ticket with open date (for the period of one (1) year).
- Proof of fully paid tuition and other fees (including library deposit, dormitory, medical health insurance, immigration insurance and registration).
- Curriculum Vitae.

Admission Requirements for MBA Program

- At least two years of relevant work experience.
- Undergraduate degree (2.00 minimum GPA) or equivalent of C grade average.
- English Proficiency: English Placement Test (minimum score of 60%), TOEFL (minimum score – from a test date within two years – 500 for paper based test or 173 for computer based test or 60% for internet based test) or IELTS (a minimum IELTS band score of 5.5) or equivalent proficiency tests (please refer to the Admissions office for clarification).
- Placement Tests in Principles of Management, Microeconomics, Macroeconomics, Business Statistics, Accounting, and Principles of Finance* for the applicants who wish to be exempt from the stated prerequisite courses.
- The following qualifications are considered for entry into the MBA program.
- Bachelor of Business Administration, Bachelor of International Management, Specialist of International Management, or Master of International Management from ConcordiaUA.
- Bachelor's degrees from other universities or equivalent qualifications accepted by ConcordiaUA.
- Master's Degree in another field.
- Professional qualifications considered equivalent to Bachelor's Degree status. Applicants must have maintained a good academic record in their undergraduate studies.

Placement Test

In addition to the relevant work experience, applicants must have completed an undergraduate program with the grade point average of 2.00 or above. The applicants who believe that they can be exempted from the prerequisite courses are to sit for placement tests in Principles of Management, Microeconomics, Macroeconomics, Business Statistics, Accounting, and Principles of Finance. The applicant whose score falls below 70% on the placement test will be expected to enroll in the corresponding prerequisite course.



Applicants must also provide proof of English proficiency by submitting a TOEFL score (or an equivalent English test) or by taking a placement test at ConcordiaUA to begin study in the degree curriculum. Applicants scoring below 60% our English Placement test will be expected to enroll in the English School classes at UACU until such time that they have reached satisfactory English proficiency. The International faculty teaches classes with the understanding that students have the required English proficiency. Graduates of the BBA program at ConcordiaUA are subject for exemption from the placement tests.

Registration

Each fall and spring semester, academic advisors offer preregistration counseling. Preregistration for the Fall semester takes places during the Spring and Summer, and for the Spring semester preregistration takes place during the Fall semester. Each potential or current student is required to make an appointment with Mrs. Olga Glazova, Admissions Director (380-44-236-1916 [ext. 108]) (wiuu@wiuu.kiev.ua). She advises students on all issues concerning registration and the process of studying, the offering of courses if applicants will take separate subjects during the semester. Potential and current students then create their educational schedule with their help and are registered.

It is the student's responsibility to contact the Accountant's Office, which issues bills, and make sure that the fees are paid in due time. After the start of a semester, a student may take one week to decide whether to keep certain classes or not. Any class may be dropped during the first week with no penalty.

Visiting ConcordiaUA

Campus visits may be offered for students considering coming to ConcordiaUA. Contact the Admissions Office if interested in scheduling a visit. Admission counselors will meet you one-on-one and offer you a guided tour, video and print information materials about ConcordiaUA and our degree programs.

For further information about Master's Degree Programs at ConcordiaUA, visit www.concordia.edu.ua or call (+380 44) 236-1916.



MBA Preparatory Courses

For those with a non-business background, the MBA preparatory courses offer unique opportunities. For individuals whose primary background is law, engineering, computer science, social or natural sciences or other non-business fields, pursuit of a graduate degree in business is an excellent opportunity to complement their education, improving their chances of promotion, broadening and enhancing their employment options.

Particularly for students with law or engineering background, for whom many career possibilities exist within the world of business, the lack of a background in business administration can be a barrier to many excellent career opportunities.

MBA programs can bridge the gap between knowledge of law, engineering, and other non-business backgrounds, and its application to business situations. Successful completion of specified individual prerequisite courses guarantees the students admission to the ConcordiaUA MBA program. ConcordiaUA offers individual prerequisite courses required for entrance into the MBA program.

Students with a bachelor's degree or the equivalent may begin their MBA studies in courses for which they have the necessary prerequisites, while concurrently completing the remaining required prerequisites.

Candidates who have completed bachelor's degrees or the equivalent in fields other than business and have not completed the required prerequisite courses are advised to consult the Admissions Office.

Those candidates, who are interested in better developing their English language proficiency, can take English language classes in our English School. **Dr. Lesia Ishchuk**, our English language instructor, is known by the students for her great teaching skills.



Mr. Douglas Brattain and Dr. Lesia Ishchuk

WHY CHOOSE MASTER'S DEGREE PROGRAMS AT CONCORDIAUA?

Ukrainian-American Concordia University combines solid content program with well-developed international environment. Ukrainian and international students together make the program worth studying at.



Reasons to study with us:

- **Joint degree programs.** Dual degree diplomas, accredited in the world's leading countries, make our students remarkably in-demand specialists in the global market.
- **Practical skills.** Sharing their own practical expertise, our instructors enable students to immerse in the real business environment and focus on the most innovative approaches and latest practices that will apply in your professional life.
- **Internationality.** Deeply integrated in the business community, Concordia University has numerous partners in Ukraine and abroad, and offers diverse international mobility opportunities, student internships and academic exchange programs with world's leading universities.
- **International environment.** Our University is in high demand with students from the entire world, which makes us a platform for sharing cultural experience.
- **American-style education.** The flexible process of education allows to effectively distribute the academic workload and reserve sufficiently enough time for self development.
- **Professional faculty.** Always open for communication with students, our lecturers are qualified academics and business practitioners. They engage in a wide range of activities, working for top-ranking firms, collaborating with governmental agencies, and providing professional consultancy services.

Choose the pathway to your future yourself – stride for success together with Concordia University!

OUR ALUMNI

Here is what our graduates say about their educational experience at the Ukrainian-American Concordia University.



Andrii Drobot, MBA Alumnus

Current position: Senior Investment Advisor/Head of Restructuring Practice at Capital Times Work Experience prior to MBA: Senior Consultant/Business Development Advisor at Roland Berger Strategy Consultants, Senior Associate at Golden Gate Business, Partner at Brain Source International.

I decided to pursue MBA diploma due to several reasons. After having made a career in HR up to a Partner level and turning me to Strategy and Investments field I came across many topics which were not covered in my BBA studies. It was natural to decide to study for MBA to broaden my knowledge base, obtain up-to-date management conceptual framework, and refresh my financial skills. I chose ConcordiaUA following references from my friends, former professors who taught me back in ICU and other reasons: teaching staff, curriculum which includes top- managerial courses as well as accounting and finance. I really feel MBA at ConcordiaUA helped me to combine practical experience with up-to-date theoretic concepts and management techniques. I'm really grateful to all instructors who shared their knowledge and experience with me!



Kateryna Pryimachenko, MBA Alumna

Current position: General Manager, Neochimiki Ukraine, Ltd. Neochimiki Ukraine Ltd is a distribution company that deals with chemical products and raw materials for B2B to the variety of industries.

After years of graduation from the first university and working experience in various businesses, I recognised that I needed to gain access to the latest management know-how and to certify my professional qualification. The best opportunities which would help me to reach my goals were presented by the ConcordiaUA MBA program. I enjoyed the ConcordiaUA approach to adult education which includes flexible class-schedule (mostly evening or weekend classes), interesting teaching and learning methods (projects and cases studies) and emphasis on team-work activities. Strong student's and professor's commitment requirements made the studies interesting, complete and useful.



The MBA opened doors to new friendships and relationships with interesting people of different cultures. These friendships were born in the atmosphere of searching and absorbing new professional knowledge – a very special learning atmosphere I had never experienced before. I am deeply grateful to ConcordiaUA and professors for the knowledge and skills that were given to us.



Max Lukyanenko, MBA Alumnus 2016

I studied at ConcordiaUA (Winconsin International University (USA) Ukraine) in 2007-2009, MBA program. At the beginning of my studies, I worked as a client director of the advertising agency. Just after graduation, together with my partners I launched online store dvorniki.ua. Later we launched rb.ua (the largest in Ukraine seller of sunglasses Ray-Ban) and oprava.ua (the largest, but in fact the only online store of glasses for vision).

Education in WIUU was like a breath of fresh air – something I really needed after the first education (KPI). There is a very strong belief that MBA has strongly helped and still helps to make the coolest projects in their niches in Ukraine.



Julia Kalinichenko, MBA Alumna

I have been living and working in the United Arab Emirates, Dubai, for a year already. I work in the restaurant of the famous chef Gordon Ramsay (Bread Street kitchen), which is located at the hotel Atlantis the Palm. My position is restaurant assistant manager. A lot of work, a lot of stress, as it is abroad, and requirements are high. But it's a good experience with international people, different mentality. It develops very good resistance to stress.

Of course, education in Wisconsin International University (USA) Ukraine was very useful, and not only English, but also everything else)) I don't intend to stop at one place, but plan to develop further and try other countries.



Alyona Negoda, MBA Alumna 2016

After the second course of ConcordiaUA (Wisconsin International University (USA) Ukraine) in Kiev, I exchanged to partner university – Schiller International University in Heidelberg, Germany. After the third year got an internship in the company Continental AG in Hannover (tire production) in the Procurement department. After a year of practice, I returned to Heidelberg and finished my studies, and obtained BBA degree.

Then I was offered a job again in the Continental in the same Procurement department. After working there for two years, I decided to obtain MBA and moved to Madrid, and completed MBA with Cum Laude in Schiller International University. After MBA, I got a job in the Spanish bank BBVA. I worked there for 8 years and then decided to open my own business. Now I have my medical agency Healthy Spain (www.healthy-spain.com) which is in charge of organization of health services and support for the Russian-speaking and English-speaking patients in Spain. We work with more than 100 clinics across Spain. Patients come from all over the world.

Education in WIUU was the foundation of all my success in the career, and it is due to the fact that I had chosen this university I had a chance to continue my studies abroad and find a good job.



Olga Lutsenko, MBA Alumna 2016

Currently I live in Moscow, moved here in October 2015, as received an offer from Ernst and Young. This company is a member of so-called Big Four – major international audit companies that provide both auditing and consulting services. (Big Four: Ernst and Young, KPMG, PwC, Deloitte). I work in an audit department of the financial sector, my main and the most important customer at the moment is “Sberbank”, Russia’s largest bank by the number of assets, so in general I like everything. I have worked for almost a year already, was promoted to Analyst of the 2nd year a week ago and now I am going straight to the goal – to work a little more and transfer to our office in another country!)) After graduation from ConcordiaUA (Wisconsin International University (USA) in Ukraine) I went to the UK to obtain Master’s degree, studied Finance and Accounting at Warwick Business School. Currently this school is around 5-6th in the ranking of universities in the United Kingdom, and ConcordiaUA (WIUU) really helped me to enter it, namely the language and the structure of our education. Accordingly, the study in the UK was less difficult for me because during 4 years of studies I gained a strong knowledge of finance and accounting at the University. After graduation I planned to stay in England and work there. But there was a story: I was invited to work in the London office of Ernst and Young, but encountered visa difficulties, and as a result I moved to Moscow and currently work in their Moscow office. Overall, baccalaureate gave me a very strong base, which I still use in my job. I believe that the experience of our teachers just played a major role in getting such a good foundation, because everything that I studied, I use on actual audit projects and it helps to quickly move up the career ladder!



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