

# Organizational Leadership

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## Vision Statement

The M.S. in Organizational Leadership (MSOL) offers working professionals a rich foundation and deep understanding of leadership theory and skills to further define themselves as burgeoning leaders within their personal and professional organizational environments. The MSOL degree program allows students to complete their graduate work through either a blended and/or online format, with a schedule that is flexible and conducive for working professionals. The program seeks to cultivate leaders who are professionally skilled and civically minded.

## Mission Statement

The M.S. in Organizational Leadership (MSOL) degree program is for growing and established leaders in corporate, not-for-profit, service-based, and sports-related environments to build upon and improve existing professional skill sets. This graduate degree aims to provide new and seasoned professionals with the knowledge they need to develop their competencies in leadership theory and strategy and advance themselves as leaders in their personal and professional organizational environments.

The master's degree in Organizational Leadership provides students the opportunity to build on established competencies and professional experience. Through course activities and assignments, they can implement and test the strategies learned in the classroom to the workplace and develop solutions to real-world business problems for corporate and organizational partners. This program aims to cultivate administrative leaders who are professionally skilled and civically minded.

## Course Structure

Organizational Leadership courses are offered in an accelerated format online. Courses are completed in seven-week terms and all courses require 20 hours of coursework per week. Classes do not meet on campus and are offered asynchronous, course work is done online with no pre-scheduled sessions.

## Program Learning Goals

*By the completion of the program, students will:*

- Use essential leadership tools and techniques to plan and implement complex projects and initiatives.
- Produce personal leadership philosophies that competently incorporate relevant approaches and strategies for administration.
- Apply advanced communication skills to articulate complex ideas to diverse audiences.
- Acquire methods to support diverse teams and build inclusive organizational cultures effectively.

- Identify and navigate ethical dilemmas in varied organizational settings.
- Analyze the efficacy of different leadership techniques to achieve successful outcomes.

### Program Summary

The Master of Science degree in Organizational Leadership is a 30-credit program. The program consists of eight three-credit core courses and two three-credit elective courses. Currently, the elective courses offered are *General Organizational Leadership*, *Human Resources*, *Public/Non-Profit*, and *eLearning and Training*.

All graduate students in the organizational leadership master's program must sustain a minimum of a 3.0 (B) for each core course. Failure to do so will result in retaking the core course.

### Organizational Courses (M.S.)

MSOL 601	Fundamentals of Organizational Leadership	3
MSOL 605	Leadership Communication and Coaching Essentials	3
MSOL 610	Leading Across Cultural and Global Boundaries	3
MSOL 615	Metrics for Today's Leader	3
MSOL 620	Shaping the Learning Organization	3
MSOL 642	Collaborative Project Management	3
MSOL 690 & MSOL 691	Capstone-Consulting Project and Capstone Consulting Project	6
Students may select any 2 courses from the following list of electives to fulfill the degree requirements.		6

#### General Organizational Leadership Electives

MSOL 625	Ethics and Spirituality in the Workplace	
MSOL 671	Special Topics:Foundations of Professional Leadership:Developing the Leader Within	
MSOL 672	Global Dilemmas of Leadership: Race & Religion	
MSOL 674	Social Media Marketing for Sports & Entertainment Leadership	

#### Human Resource Electives

MSOL 651	HR Issues in the Workplace	
MSOL 641	Talent and Performance Management	
MSOL 652	Employment Law for Organizational Leader	

#### Public Service Electives

MSOL 630	Organizational Planning, Administration and Governance	
MSOL 661	Non-Profit and Government Leadership	
MSOL 662	Issues in Civic Engagement	

#### eLearning & Training

MSOL 680	Train & Devl:E-Learning Design	
MSOL 682	Instructional Systems Design for the Organizational Leader	

MSOL 683 Collaboration Technologies

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**Total Credits** **30**

**MSOL Academic Plan At a Glance**

**First Year**

<b>Fall</b>	<b>Credits</b>	<b>Spring</b>	<b>Credits</b>	<b>Summer</b>	<b>Credits</b>
MSOL 601		3 MSOL 610		3 MSOL 620	3
MSOL 605		3 MSOL 615		3 MSOL 642	3
MSOL 671		3 MSOL 625		3	
		<b>9</b>			<b>9</b>
					<b>6</b>

**Second Year**

<b>Fall</b>	<b>Credits</b>
MSOL 690	3
MSOL 691	3
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<b>6</b>	

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**Total Credits: 30**