

# ORGANIZATIONAL LEADERSHIP

## Organizational Leadership (MSL)

The Master of Science in Organizational Leadership (MSL) degree includes three programs of study or concentrations in Criminal Justice and Management. This graduate program is designed to provide leaders with the essential administrative and management skills, competencies and strategies to perform as innovative leaders in organizations. A core benefit of this program is the diversity of professional students that stimulates exchanges and integrations of learning. All courses are administered on-line and in 8-week formats for working professionals who are choosing this program as professional development in their current or future administrative roles.

Graduate coursework for the MSL degree is designed for leaders in a wide variety of professions and across organizations. The courses are taught by highly qualified faculty that represent diverse organizational experiences and insights including law enforcement, healthcare, human services, government agencies, and associations and professional groups. To maximize access to and completion of the programs, coursework is presented via distance learning.

### Advanced Candidacy

To be considered as meeting the requirements for advanced candidacy in the MSL program, students must complete the above core curriculum as soon as they are scheduled after the student is admitted to the program. In addition, the student must earn a grade of "B" or better in each of these core courses.

## Management Concentration (MSL)

**Faculty Contact:** Katrina Stark, D.M.

The management role in most organizations has expanded and intensified in scope, expectations, and measured outcomes. It is essential for managers to constantly upgrade knowledge and skills working with personnel, facilities, legal and policy directives, planning, implementation and outcome assessment, revenue generation and fiscal accountability, and community, regional and state relations, and development.

The MSL degree program in management is designed to address the changing demands of leadership positions in a variety of organizations, with a focus on not-for-profit agencies and similar organizations. The curriculum provides opportunities for students to prepare for a career as an executive in their profession or to enhance careers.

The MSL degree in management is intended for individuals who work in administrative and entry-level management positions or whose career objective is management. These individuals have chosen to expand the scope and effectiveness of their skills and knowledge to further their contribution to their organization and to enhance their career development.

Students who have completed graduate coursework in management may be able to transfer up to six (6) credits. The coursework must be from an accredited institution with grades of "B" (3.0) or better. The coursework may not be older than six (6) years at the time of planned graduation. Credit cannot be given for experiential work completed prior to enrollment in the program.

## Organizational Leadership (MSL)

The MSL degree program outcomes are to prepare students to:

1. Analyze and evaluate ideas, data, policy, and practice to improve decision-making within organizations.
2. Identify and examine the financial, human, data and other organizational resources using the latest evidence.
3. Apply ethical, cultural, regulatory and legal factors to enhance value-based systems.
4. Design, implement and evaluate a personal leadership plan that incorporates key program concepts.

## Management Concentration (MSL)

Graduates in the MSL management degree program are able to effectively implement the following outcomes:

1. Apply an understanding of and a command over key concepts, theories, and data regarding society, and the challenges and opportunities in a diversity of organizations in the public sector.
2. Apply an understanding of the process of management, supervision, and development of personnel in an organization.
3. Demonstrate the ability to efficiently manage the fiscal affairs of revenue generation and expense parameters of an organization.
4. Articulate and implement strategies for renewal and empowerment within their organizational context.
5. Demonstrate awareness and application of ethical and legal principles and judgments for management roles and responsibilities in a wide range of organizations.
6. Implement marketing theories to Successfully market and convey the mission and the activities of organizations.
7. Demonstrate effective development, implementation, and evaluation of plans and outcomes to expand the effectiveness of organizations.

## Degree Requirements

Master's Degree Requirements

## Organizational Leadership, Management Concentration (MSL)

Core Requirements

Code	Title	Credits
MSL 511	ORGANIZATIONAL LEADERSHIP	3
MSL 514	ORGANIZATIONAL COMMUNICATION	3
MSL 516	RSRCH MTHDS & STATS FOR MGMNT	3
MSL 521	ORGANIZATIONAL FINANCE	3
<b>Total Credits Required:</b>		<b>12</b>

## Management Concentration

Code	Title	Credits
MSL 500 or MSL 520	INFORMATION SYSTEMS SYSTEMS DESIGN & PROJECT MGMT	3
MSL 510	ORG TRAINING & DVLPMNT	3
MSL 512	GRANT WRITING & ADMINISTRATION	3
MSL 509 or MSL 610	HUMAN MOTIVATION & LEARNING LEADERSHIP/INNOVATION IN ORGS	3

Code	Title	Credits
MSL 523	ORGANIZATIONAL BUDGETING	3
MSL 695	INTERNSHIP/PROJECT	3
<b>Total Credits Required:</b>		<b>18</b>

## Electives

Code	Title	Credits
Select six credits of the following:		6
MSL 500	INFORMATION SYSTEMS (if not used for concentration)	
MSL 508	PERSONNEL MGMT & ADMIN	
MSL 509	HUMAN MOTIVATION & LEARNING (if not used for concentration)	
MSL 520	SYSTEMS DESIGN & PROJECT MGMT (if not used for concentration)	
MSL 530	MARKETING ORGANIZATIONS	
MSL 592	SPECIAL TOPICS	
MSL 600	PRO DEVELOPMENT SEMINAR	
MSL 610	LEADERSHIP/INNOVATION IN ORGS (if not used for concentration course)	
Electives approved by Program Director		
<b>Total Credits Required:</b>		<b>6</b>

**Total Credit Hours Required: 36**

## MSL, Management Program Course Rotation <sup>1</sup>

Code	Title	Credits
<b>Fall, 1st 8 Week Session</b>		
MSL 511	ORGANIZATIONAL LEADERSHIP	3
MSL 512	GRANT WRITING & ADMINISTRATION	3
MSL 695	INTERNSHIP/PROJECT	1-6
<b>Fall, 2nd 8 Week Session</b>		
MSL 514	ORGANIZATIONAL COMMUNICATION	3
MSL 521	ORGANIZATIONAL FINANCE	3
MSL 600	PRO DEVELOPMENT SEMINAR	3
<b>Spring, 1st 8 Week Session</b>		
MSL 516	RSRCH MTHDS & STATS FOR MGMNT	3
MSL 510	ORG TRAINING & DVLPMNT	3
MSL 523	ORGANIZATIONAL BUDGETING	3
MSL 695	INTERNSHIP/PROJECT	1-6
<b>Spring, 2nd 8 Week Session</b>		
MSL 509	HUMAN MOTIVATION & LEARNING	3
MSL 600	PRO DEVELOPMENT SEMINAR	3
<b>Summer, 1st 8 Week Session</b>		
MSL 500	INFORMATION SYSTEMS	3
MSL 508	PERSONNEL MGMT & ADMIN	3
MSL 695	INTERNSHIP/PROJECT	1-6
<b>Summer, 2nd 8 Week Session</b>		
MSL 520	SYSTEMS DESIGN & PROJECT MGMT	3
MSL 530	MARKETING ORGANIZATIONS	3
MSL 600	PRO DEVELOPMENT SEMINAR	3

Code	Title	Credits
<b>As Offered:</b>		
MSL 592	SPECIAL TOPICS	3

<sup>1</sup> Subject to change due to intervening factors