

**FRONTLINE LEADERSHIP MAJOR**  
***Dr. Dale Retzlaff, Program Director***

**Mission Statement**

The Frontline Leadership degree completion program is designed to prepare professionals carrying out day to day organizational small group and team-leading functions. Graduates develop foundational levels of leadership skills and practices for supervising, coaching and mentoring, goal and priority setting, motivating, and planning and managing resources. Course activities lead to personal development of self-awareness, positive self-regard, accountability, and responsibility necessary for individual success and team participation.

**Unique Strengths of Program**

This adult degree completion program is created for the working professional who needs to finish an associate degree to progress in his or her career. It is designed to fit the needs, academic interests and existing schedule of the adult learner.

Students may transfer credit from regionally accredited community colleges and post-secondary schools as well as earn additional credit for military training, certifications and other training, which can be used toward your four-year degree. The FLDR program, which employs the cohort-learning model, not only accomplishes these goals, it provides its students with a network to learning and collaborating professionally long after the students have finished the last class. The program is designed in a convenient format combining online meetings, facilitated weekly discussions, team projects, and individual assignments.

**From the Faculty**

The Frontline Leadership Associate of Science (FLDR) program takes advantage of our skilled students' experience. Recognizing that our students are adult learners with very busy lives and a richness of "real-world" experience, we create a learning environment that builds on such. Through dynamic "real world" innovative learning applications, our students learn to bring new ideas and energy as leaders to solve leadership and organizational challenges. Thus, this program constantly and consistently reinforces the value of life-long learning by specifically accommodating the unique needs of the adult learner. The FLDR program has an experiential foundation based on the belief that our students are mature learners who know how to learn, accept the responsibility for their learning experience, and demand challenge from their program. You will learn from dedicated and student-oriented faculty members, who share a wealth of professional experience, giving them a unique perspective on the nature and dynamics of organizations, and who are committed to your success.

**Admission Requirements**

Students must first gain general admission to the University of Charleston. Students' transfer credit eligibility depends on each student's unique cadre of military, civilian college, and other training experiences.

## Program Outcomes

The graduate will:

1. Recognize examples of leadership skills and practices from real-life scenarios.
2. Prepare a goal setting and achievement plan for individual or team performance.
3. Identify strategies to facilitate effective team dynamics appropriate for the project objectives and context.
4. Construct and present an organizational or operational opportunity for performance improvement integrating innovation, technology, and evidenced based decision making.
5. Relate theories, styles, and practices of leadership and management as they contribute to motivation, teamwork, and functional areas of business.

### Number of credits

The Frontline Leadership program is a 60-credit-hour Associate of Science degree completion program targeted to working adults with foundational knowledge and work experience. Transfer credit may be awarded; however, at least 15 credit hours must be completed at the University of Charleston, 10 of which must be earned during the year of graduation.

The required 60 credit-hours includes the 24 Foundational Leadership credits, 24 credit hours meeting the University's Foundation Courses, and 12 hours of Electives.

Graduation requirements include a cumulative University of Charleston grade point average of 2.0 and demonstration of achievement of program outcomes.

### What will you study?

The Frontline Leadership degree requires completion or Transfer Equivalency of the following courses meeting the University's Foundation Course requirements:

| Leadership Courses  | Credits | LLOs  | Credits |
|---|---------|---|---------|
| <b>FLDR 150:</b> Leadership Journeys                      | 3       | <b>SSCI 105</b> Issues in Social Science              | 3       |
| <b>FLDR 220:</b> Growing Leaders                          | 3       | <b>SSCI 105</b> History 212                           | 3       |
| <b>FLDR 240:</b> Performance Improvement Initiatives      | 3       | <b>COMM 101</b> Freshman Writing I                    | 3       |
| <b>FLDR 260:</b> Leading Project Teams                    | 3       | <b>COMM 102</b> Freshmen Writing II                   | 3       |
| <b>ORGL 150: Introduction to Professional Development</b> | 3       | <b>MATH 116</b> Survey of Math. or <b>120</b> College | 3       |
| <b>ORGL 301:</b> The Adult Learner                        | 3       | <b>HUMN 101</b> Introduction to the Humanities        | 3       |

|  |           |   |           |
|--|-----------|---|-----------|
| <b>ORGL 302:</b> Principles & Issues of Management | 3         | <b>SPCH 103</b> Oral Communication Fundamentals | 3         |
| <b>ORGL 316:</b> Ethics                            | 3         | <b>NSCI 117</b> Why Science Matters             | 3         |
|  |           | <b>Electives</b>                                | 12        |
| <b>Total FLDR Credits</b>                          | <b>24</b> | <b>Total LLO &amp; Elective Credits</b>         | <b>36</b> |