

**ORGANIZATIONAL LEADERSHIP**  
***Dr. Dale Retzlaff, Program Director***

**Mission Statement**

The Organizational Leadership program develops individuals for departmental and team leadership using a foundation of liberal education, applying personal and professional knowledge and skills in core leadership competencies to improve effectiveness and teamwork to get results, create change and make a difference for a life of productive work, enlightened living and community involvement and service.

**Program Description**

The Organizational Leadership degree completion program develops individuals with the skills they need to join the next generation of global leaders by using a foundation of education and applying personal and professional knowledge and skills in core leadership competencies. The courses are designed to develop scholar-practitioners for application of knowledge through dynamic real-world, innovative learning applications and encourage collaboration, team building, critical thinking, and accountability while learning ethical and principle-centered leadership skills. Students may transfer credit from 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.

**Unique Strengths of Program**

This adult degree completion program is created for the working professional who needs to finish a bachelor's degree to progress in his or her career. It is designed to fit the needs, academic interests, and existing schedule of the adult learner. The Organizational Leadership program 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. Students can also participate in a leadership concentration for First Responder/Criminal Justice Leadership. In this concentration, students will be provided vital contemporary leadership tools to formulate a “Best Practices” approach in facilitating both problem solving and positive change in the public safety sector and the communities they serve.

**From the Faculty**

The Bachelor of Science in Organizational Leadership (ORGL) program takes advantage of our skilled students’ experience. Recognizing that our students are adult learners with very busy lives and 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 continually and consistently reinforces the value of life-long learning by specifically accommodating the unique needs of the adult learner. The ORGL 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**

To qualify, students must be admitted to the University of Charleston, transfer at least 40 semester hours of college credit and have two years of work experience.

### **Program Outcomes**

ORGL graduates will be prepared to lead teams and departments in a wide array of business and organizations in the private and public sector.

The graduate will:

1. Evaluate his or her own performance for self-improvement.
2. Analyze the qualities of a successful team.
3. Analyze and apply leadership styles in various contexts.
4. Implement effective approaches to organizational change.
5. Apply leadership skills to communicate with a variety of audiences in various contexts.

### **Number of credits**

The Organizational Leadership program is a 120-hour degree completion program targeted to working adults with two years of work experience, who have at least 40 hours of transfer, prior learning, or equivalent credit. The ORGL major is 48 credit hours spread over 4 semesters of 12 hours credit.

### **What is required?**

The ORGL program requires completion of 120 credit hours which includes the 48 Core Leadership credits, 45 hours of Electives, and 27 hours of Foundation Courses.

### What you will study

The Organizational Leadership degree requires completion of the following courses:

| <b>CORE REQUIREMENTS - 48 CREDIT HOURS</b> |   |           |
|--|---|-----------|
| <b>FIRST SEMESTER</b>                      |   |           |
| ORGL 150                                   | Introduction to Professional Development  | 3 credits |
| BUSI 151                                   | Introduction to Business                  | 3 credits |
| ORGL 301                                   | The Adult Learner                         | 3 credits |
| ORGL 302                                   | Principles and Issues of Management       | 3 credits |
| <b>SECOND SEMESTER</b>                     |   |           |
| ORGL 305                                   | Principles and Issues of Human Resources  | 3 credits |
| ORGL 307                                   | Leadership                                | 3 credits |
| ORGL 309                                   | Collaborative Leadership                  | 3 credits |
| ORGL 316                                   | Ethics                                    | 3 credits |
| <b>THIRD SEMESTER</b>                      |   |           |
| ORGL 401                                   | The Learning Organization                 | 3 credits |
| ORGL 402                                   | Organizational Behavior                   | 3 credits |
| ORGL 408                                   | Action Research                           | 3 credits |
| ORGL 430                                   | Developing Teams                          | 3 credits |
| <b>FOURTH SEMESTER</b>                     |   |           |
| ORGL 406                                   | Organizational Development and Change     | 3 credits |
| ORGL 413                                   | Human Resource Development                | 3 credits |
| ORGL 415                                   | Leadership Communication                  | 3 credits |
| ORGL 435                                   | Organizational Leadership Senior Capstone | 3 credits |

### ORGANIZATIONAL LEADERSHIP CONCENTRATION

Concentrations allow the student to develop additional expertise in a selected area of study. There is one area of concentration available to ORGL students. Course requirements for the concentration are outlined below:

### First Responder/ Criminal Justice Concentration

| FIRST RESPONDER/CRIMINAL JUSTICE CONCENTRATION – 15 CREDIT HOURS |   |           |
|--|---|-----------|
| OLFR 302   | Principles & Issues of Emergency Planning & Management        | 3 credits |
| OLFR 316   | Ethical Responsibility & Diversity Awareness in Public Safety | 3 credits |
| OLFR 415   | Leadership Communication & Media/Community Relations          | 3 credits |
| OLFR 402   | Organizational Behavior & Public Trust Formation              | 3 credits |
| OLFR 435   | Leadership Capstone: Assessing the First Responder Culture    | 3 credits |

### ORGANIZATIONAL LEADERSHIP MINOR

The Minor in Organizational Leadership requires the student to complete 18 credits in ORGL. The Minor in Organizational Leadership is delivered online.

| ORGANIZATIONAL LEADERSHIP MINOR - 18 CREDIT HOURS |                                       |           |
|---|---------------------------------------|-----------|
| BUSI 151  | Introduction to Business              | 3 credits |
| ORGL 309  | Collaborative Leadership              | 3 credits |
| ORGL 401  | The Learning Organization             | 3 credits |
| ORGL 402  | Organizational Behavior               | 3 credits |
| ORGL 430  | Developing Teams                      | 3 credits |
| ORGL 406  | Organizational Development and Change | 3 credits |