

## **FRONTLINE LEADERSHIP MAJOR**

### **Associate of Science**

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

### **Frontline Leadership Program Mission Statement**

The Frontline Leadership degree completion program is designed to prepare professionals carrying out daily 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.

### **Program Description**

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 and 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 learn and collaborate 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.

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 challenges 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.

### **Frontline Leadership Program Learning 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.

### **What You Will Study**

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.

Students can transfer in up to 45 credit hours. Note: for an associate degree, all students must complete at least 15 hours with the University of Charleston. Only students completing 50% or more of their coursework with us at UC (at least 30 hours) and meeting the necessary GPA requirements are eligible to graduate with honors.

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.

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

<b>Leadership Courses</b>	<b>Credits</b>	<b>Foundational Courses</b>	<b>Credits</b>
FLDR 150: Leadership Journeys	3	SSCI 105 Issues in Social Science	3
FLDR 220: Growing Leaders	3	HIST 211, 212, or SSCI 105	3
FLDR 240: Performance Improvement Initiatives	3	ENGL 101 Freshman Writing I	3
FLDR 260: Leading Project Teams	3	ENGL 102 Freshmen Writing II	3
ORGL 150: Introduction to Professional Development	3	MATH 120 College Algebra	3
ORGL 301: The Adult Learner	3	HUMN 110 Unheard Voices	3
ORGL 302: Principles & Issues of Management	3	SPCH 103 Oral Communication Fundamentals	3
ORGL 316: Ethics	3	NSCI 117 Why Science Matters	3
		Electives	12
Total FLDR Credits	24	Total Foundational & Elective Credits	36

### **Admission Requirements**

Students must gain general admission to the University of Charleston.

### **Additional Requirements**

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