

**LETTER OF INTENT – 1**  
(New Certificate or Degree Program)

1. Institution submitting request: Arkansas Tech University
2. Education Program Contact person/title:  
  
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3. Telephone number/e-mail address:  
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4. Proposed Name of Certificate or Degree Program:  
Graduate Certificate in Organizational Development and Learning
5. Proposed Effective Date:  
May 9, 2023
6. Requested CIP Code: 30.999
7. Program Description:

The 12-credit-hour Graduate Certificate in Organizational Learning (GC-ODL) provides graduate-level instruction in organizational leadership, leadership development, adult learning theory, training and development, strategic communication and conflict management, budgeting, ethics, and evidence-based decision-making. Graduates of the program are prepared for leadership roles in diverse professional settings. The GC-ODL courses can provide graduate-level electives for students in any graduate program at Arkansas Tech University. The GC-ODL is aligned with the proposed Master of Arts in Organizational Development and Learning.

<b>Graduate-Level Organizational Development and Learning Certificate</b>	
MGMT 6103	Organizational Management and Leadership
OL 5043	Ethical Leadership
OL 5643	Organizational Globalization and Diversity
OL 6043	Leadership in Organizational Change
<b>12 Hours</b>	

The GD-ODL, as a cognate of the MAODL program, with a core focus on organizational leadership, learning, and organizational development, allows students to develop effective leadership at all organizational levels, manage teams, make strategic decisions, design and evaluate organizational training and development, and communicate effectively in diverse professional settings. The proposed degree allows graduates to influence an organization’s culture, productivity, and team strength.

**Curriculum**

<b>MA – Organizational Development &amp; Learning</b>		<b>30 Cr-Hr</b>
<b>Core: 24 credit hours</b>		
MGMT 6103	Organizational Management and Leadership	3
OL 5043	Ethical Leadership	3
OL 5643	Organizational Globalization and Diversity	3
OL 6043	Leadership in Organizational Change	3
OL 6143	Consultation, Coaching, & Leadership Development	3
MGMT 5203	Project Management	3
SAA 6113/EMHS 6103	Research Design and Analysis/Research Design and Methods	3
OL 6093	Capstone (Applied Leadership Project or Thesis)	3
<b>Graduate Level Electives: 6 credit hours</b>		
5000 - 6000	Approved Graduate Level Elective	3
5000 - 6000	Approved Graduate Level Elective	3
<b>Total</b>		<b>30</b>

8. Mode of Delivery (mark all that apply):

**On-Campus**

**Off-Campus Location**

Provide address of off-campus location \_\_\_\_\_

Provide a copy of the e-mail notification to other institutions in the state notifying them of the proposed program. Please inform institutions not to send the response to “**Reply All**”. If you receive an objection/concern(s) from an institution, reply to the institution and copy ADHE on the email. That institution should respond and copy ADHE. If the objection/concern(s) cannot be resolved, ADHE may intervene.

Submit copy of written notification to Higher Learning Commission (HLC) if notification required by HLC for a program offered at an off-campus location.

\_\_\_\_\_ Indicate distance of proposed site from main campus.

**Distance Technology** (50% of program offered by distance technology)

Submit copy of written notification to HLC if notification is required by HLC for a program offered by distance technology.

9. List existing certificate or degree programs that support the proposed program:

The proposed GC-ODL degree program increases stackability options at Arkansas Tech, particularly for students enrolled in the Bachelor of Arts in Organizational Leadership (BAOL) or two-year programs aligned with the BAOL. For example, students enrolled in the Banking Services A.A.S. program can progress seamlessly to the BAOL, and first complete the GC-ODL and then the MAODL. To increase credentialing opportunities, students can earn both undergraduate- and graduate-level leadership certificates in this associate-baccalaureate-masters pathway. The graduate-level certificate in Organizational Development and Learning consists of the first 12 credit hours of the MAODL core. The proposed MAODL degree program and graduate-level leadership certificate expand Tech's offering of online graduate programs, increases credentialing opportunities and stackability, and provide interdisciplinary options for students enrolled in Arkansas Tech graduate programs.

As an interdisciplinary graduate program (CIP 30.9999), the GC-OL program is a viable option for individuals who earned a four-year degree in any discipline.

10. President/Chancellor Approval Date:

11. Academic Affairs Officer:

Date: