

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

1. Institution submitting request: Arkansas Tech University

2. Education Program Contact person/title:

Dr. Julie Furst-Bowe  
Interim Vice President for Academic Affairs  
Arkansas Tech University  
jfurstbowe@atu.edu  
479.968.0319

Dr. Sandy Smith  
Department Head  
Emergency Management, Professional Studies, and Student Affairs  
Administration

3. Telephone number/e-mail address:

479.498.6039  
Ssmith107@atu.edu

4. Proposed Name of Certificate or Degree Program:

Master of Arts in Organizational Development and Learning

5. Proposed Effective Date:

May 9, 2023

6. Requested CIP Code: 30.999

7. Program Description:

The proposed Master of Arts in Organizational Development and Learning (MAODL) degree program provides graduate-level instruction in training and organizational development, organizational management and leadership, globalization and diversity, project management, organizational change, budgeting, implementation, and assessment of organizational development programs. Graduates of the program are prepared for leadership roles in diverse professional settings. This innovative, fully online, interdisciplinary degree program consists of a 24-credit hour, organizational development and learning-focused core and a block of six credit hours of graduate-level electives. Students can package the elective credit hours to specialize in nonprofit leadership, emergency management, health informatics, student affairs administration, gerontology, research methods and assessment (for students selecting the thesis option), or interdisciplinary studies. The six-credit hour block of electives allows students to customize the program to fit their personal and professional goals.

<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 MAODL 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 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 provides interdisciplinary options for students enrolled in Arkansas Tech graduate programs. Additionally, Arkansas Tech University's Bachelor of Applied Science (BAS) degree provides a viable pathway to a four-year degree for students who first earned a terminal Associate of Applied Science (AAS) degree. Graduates of the BAS program would have a viable pathway to earning an advanced credential.

As an interdisciplinary graduate program (CIP 30.9999), the MAODL 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: