Pre-Proposal Request Application for a New Program
(5 pages maximum)

Department/Program: Professional Studies

Contact Person: Dr. Jeremy Schwehm

Proposed Program Title: M.A. - Organizational Development & Leadership

Program Location: Professional Studies **CIP Code (4-digit):** 30.99

Degree Level: Associate ☐ Baccalaureate ☐ Master ✔ Doctorate ☐

Program Modality: Online ✔ Face-to-Face ☐ Blended/Hybrid ☐

Stackable with ATU-Ozark: Yes ☐ No ✔ **Proposed Effective Date:** Fall 2022

Related ATU Programs Currently Offered (if applicable):

Program Name	CIP	Degree Level
BA - Organizational Leadership	52.02	Bachelor
CP - Professional Leadership	52.02	UG Certificate

Other Institutions in the State and Region Offering Similar Program:

Program Name	Institution	Degree Level
Human Resource and Workforce Development	University of Arkansas	M.Ed.
Organizational Leadership and Communication	Belmont University	M.Ed.
Organizational Leadership	Bethel University	MA
Organizational Leadership	Western Kentucky	MA
Organizational Development	Abilene Christian	MA
Leadership	Austin Peay State University	MS

Review Process Recommendation*

	Printed Name	**Signature**	**Date**

Department Head: Dr. Jeff Aulgur   *Jeff Aulgur*   5.13.2021
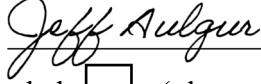
     Recommend ☐   Not Recommended ☐   (please provide a brief rationale)

Dean: Dr. Jeff Aulgur   *Jeff Aulgur*   5.13.2021
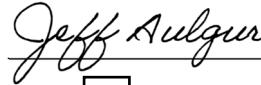
     Recommend ☐   Not Recommended ☐   (please provide a brief rationale)

VPAA: Dr. Barbara Johnson

     Recommend ☐   Not Recommended ☐   (please provide a brief rationale)

President: Dr. Robin Bowen

     Recommend ☐   Not Recommended ☐

*A recommendation at the department head or dean level is considered as full support of the pre-proposal. If a pre-proposal is not recommended at the department head or dean's level it should not be sent forward to the VPAA.

Note: Recommendation for a pre-proposal should not be considered as a tacit approval of a program proposal. A pre-proposal is preliminary approval to move forward with completing a program proposal. Program approval is not final until all requisite bodies and accreditation entities have approved.

Provide a maximum 5 page narrative for the proposed program and attach relevant documentation.

Justification/Need for Program (Attach Relevant Documentation):

- State, Regional and National Data Relative to Demand for Program
- Projected Program Enrollment for 3-5 Years. Based on Internal & External Prospective Students Who Indicate a Commitment (not interest) in Enrolling (consider attrition)
- Impact on Existing Internal and External Programs (Russellville & Ozark)

Curriculum Outline

- List Major Courses and Credit Hours (denote new courses with an asterisk)
- List All Support Courses Required from Other Departments/Programs

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Resources

- Anticipated New Program Costs/Expenses (i.e., faculty (FT, PT, Adjunct)/GAs/staff/lab assistant, supplies, library resources, equipment, space renovations) for 3-5 Years and How Program Will Support
- Other

Faculty

- Impact on Workload for Current Faculty
- Other

The 30 credit-hour **Master of Arts in Organizational Development and Leadership (MA-ODL)** provides graduate-level instruction in organizational development, 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. This innovative, multidisciplinary program is fully online. Students complete core requirements in organizational development and leadership, as well as nine credit hours of graduate level electives from a non-ODL discipline, allowing customization to meet professional goals and interests. Collaborating departments have already agreed to be a part of the program. The MA-ODL core and elective courses provide graduate-level electives for students in any graduate program at Arkansas Tech University.

<u>**Justification/Need for Program**</u>
The Department of Professional Studies utilized an Educational Advisory Board's (EAB) market analysis, an Arkansas Department of Higher Education (AHDE) workforce analysis study, a Ruffalo Noel-Levitz (RNL) graduate enrollment analysis, and a future workplace analysis study cited in Workforce Development in Arkansas (WDA) to conduct an analysis of employer demand and competitor programs for the proposed graduate certificate and graduate degree in the area of organizational leadership. The market analysis region included Arkansas, Louisiana, Mississippi, Missouri, Oklahoma, Tennessee, and Texas. EAB reports rely primarily on labor market data from the Burning Glass Labor/Insight tools, as well as the United States Census Bureau, the US Bureau of Labor Statistics, and the Integrated Postsecondary Education Data System (IPEDS).

Supporting information includes:

- **Arkansas Market**: Arkansas Tech University's statewide program recognition and the relative proximity of the institution to the Little Rock, AR MSA and the Northwest Arkansas MSA: 1,500 plus employment openings, both rank among the 20 MSAs with the most program demand. (ADHA, EAB)
- **Regional Markets**: Target marketing efforts to prospective students in metropolitan areas in Texas with high employer demand. Metropolitan Statistical Areas (MSAs) in Texas account for three regional MSAs with the most demand: 25,000 plus employment openings: Dallas-Fort Worth-Arlington, TX; Houston-The Woodlands-Sugar Land, TX; and Austin-Round Rock, TX. One of the top 10 regional MSAs with the most relevant employment opening is the Memphis-TN-MS-AR MSA. <u>Promote in-state tuition rates for states contiguous to Arkansas.</u> (ADHE, EAB)
- **Unique in the Region**: A fully online delivery can serve working professionals who must balance academic work with other obligations. A fully online curriculum <u>can distinguish a program at Arkansas Tech University from profiled regional competitors.</u> Only program of its kind in the region. (EAB)
- **Multidisciplinary Curriculum & Focus on Essential (Power) Skills**: Allow students to complete electives or concentrations so they can customize the program to fit their goals and interests. Degree focus on essential skills desirable in the state and region (ADHE, EAB, RNL, WDA)

- **Growth in Field:** 153% growth in master's degrees awarded in Organizational Leadership; 23% growth over last year. 65% growth in doctoral degrees awarded; 307% growth over last year. (RNL)
- **Demand Over Time**: Regional and statewide demand for a masters-level program increased slightly between 2013-2017; the program should be marketed to mid-level professionals in healthcare and other fields to attract prospective students. Health care employers account for five of the top 20 employers with relevant skills, and professionals in the healthcare field can enroll to gain or hone in-demand skills. Potential growth in students seeking online credentials due to changes in the environment and economy. (ADHE, EAB, RNL, WDA)

Survey of Current Professional Studies Students and Recent Graduates
Survey sent to approximately 400 students; 89 student responses:
- 78 participants indicated interest in the degree program
- 72 participants indicated a likelihood to enroll
- 24 students provided contact information to receive information about the degree

Projected Program Enrollment
- 2022 – 2023   15 students
- 2023 – 2024   30 students
- 2024 - 2025   45 students

Projected Graduates (3-5 years)
It is estimated the average student in the MA-ODL program will be a part-time graduate student, as the program facilitates the needs of individuals currently in the workplace or who are mid-career. The typical MA-ODL student will complete 6-12 graduate hours each year. As a conservative estimate, it is projected 30 students will earn the MA-ODL by AY 2028.

Impact on Existing Programs
The MA-ODL requires students to select a focus area. These focus areas are offered outside the department of Professional Studies. It is expected that these departments will see growth in enrollment in courses aligned with the MA-ODL. The MA-ODL is not designed to be in competition with any other graduate degree offered at Arkansas Tech.

The MA-ODL is a continuation in the reconfiguration of degrees in the Department of Professional Studies. The curriculum builds more opportunities for collaboration with other colleges/departments and provides a degree pathway for students to specialize in skills identified as desirable by employers along with concentrations in a variety of focus areas. The MA-ODL will also provide an Associate's to Master's pathway for students. One such example would be a seamless pathway from the A.A.S. in Banking Services to the Bachelor of Arts in Organizational Leadership to the MA-ODL. Students in this pathway would also earn undergraduate and graduate certificates in leadership. This is one such pathway that would be highly marketable to students and employers.

Curriculum Outline

Organizational Development and Leadership - 30 credit hours total
Organizational Development and Leadership Core
ODL 5003* – Advanced Concepts in Organizational Development & Leadership
ODL 5013* – Ethics and Social Responsibility in Organizational Development & Leadership
ODL 5023* – Equity and Inclusion in Organizational Development and Leadership
ODL 6003* – Strategic Communication and Conflict Resolution
ODL 6013* - Leading Organizational Development and Change
ODL 6023* – Evidence-Based Decision Making
ODL 6033* – Reasearch Methods and Writing
ODL 6043* – Capstone (Applied Leadership Project or Thesis)
Focus Area (6 credit hours)
Approved Focus Area Coursework
Organizational Development and Leadership Electives (if needed - offered on rotation)
ODL 6053* – Advanced Research Methods in Organizational Development and Leadership
ODL 6063* – Evaluation and Assessment in Organizational Development and Leadership
Supplemental Organizational Development and Leadership Courses (offered as needed)
ODL 6883* - Special Problems in Organizational Development and Leadership
ODL 6891-6984* - Independent Study in Organizational Development and Leadership
ODL 6991-6993* - Thesis Continuation in Organizational Development and Leadership
Support Courses/Focus Areas (6 credit hours)
The following courses have received departmental approval from previous degree proposal.

Gerontology
SOC 5183 - Social Gerontology
SOC 6063 - Advanced Topics in Gerontology
Emergency Management
EMHS 6063 - Principles of Emergency Management
EMHS 6093 - Fundamentals of Homeland Security
Health Informatics
HI 6063 - Leadership in Health Informatics
HI 6083 - Health Care Policy
Research Methods and Assessment
ODL 6053 - Advanced Research Methods
ODL 6063 - Evaluation and Assessment

Nonprofit Leadership
OL 5143 - Nonprofit Governance
OL 5343 - Community Development
Organizational Management
MGMT 6103 - Org Management & Leadership
MKT 6103 - Strategic Marketing Management
Student Affairs
CSP 6023 - Intro to College Student Personnel Work
CSP 6143 - Administration in CSP
Elective Option
5000 - 6000 Elective
5000 - 6000 Elective

Resources

Anticipated New Program Costs

The proposed MA-ODL requires a faculty line to support the graduate program and to maintain the integrity of the departmental undergraduate programs. The department proposes two options: 1) supplement the vacant and unadvertised retirement line to a tenure-track position, or 2) receive fiscal support from the institutional innovation fund to support a new line for the first two academic years of the new MA-ODL and GC-ODL programs. Professional Studies currently receives funding for one

graduate assistant via Academic Affairs. An additional graduate student will not be required in Years 1-3. The department has all required furniture, computer, and start-up support materials for an additional faculty line. It must be noted Professional Studies voluntarily returned an approved tenure-track faculty line in AY 2020 to support the overall needs of Academic Affairs.

New administrative costs (number and position titles of new administrators).
The program does not require any new administrative costs.

Additional Funding Requests		
	Yes	**No**
Additional graduate assistant and student worker support.		X
New library resources and costs.		X
New/renovated facilities and costs.		X
New instructional equipment and costs.		X

Faculty

Impact on Workload

Full-time faculty load will not change significantly with the addition of the MA-ODL. The following tables outline departmental faculty load projections with and without the MA-ODL, as well as historical data on full-time faculty load and the use of adjuncts. Load projections include a conservative projected enrollment decrease of approximately 6% per academic year at the undergraduate level due to pandemic-related and demographic changes in the available undergraduate population.

Adjunct support IS NOT projected to be utilized at the graduate level. Adjuncts will continue to be utilized strictly at the undergraduate level. Graduate faculty are not projected to teach overloads in the following data.

Appendix 1: Accelerated Option

Proposed Title: Master of Arts in Organizational Development and Leadership (with accelerated MA option) & Graduate-Level Organizational Leadership Certificate

Proposed Effective Date: Fall 2022

I. Explanation

Introduction - The proposed Master of Arts in Organizational Development and Leadership (MAODL) degree program provides graduate level instruction in leadership development, communication and conflict management, organizational development and change, budgeting, ethics, and evidence based decision-making. 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 leadership focused core and a block of **six credit hours** of graduate level electives selected from non-OL disciplines. Students can package the elective credit hours to specialize in organizational management, nonprofit leadership, emergency management, health informatics, student affairs administration, gerontology, research methods and assessment (for students selecting the thesis option), and interdisciplinary studies. The six credit hour block of electives allows students to customize the program to fit their personal and professional goals.

This degree program supports Arkansas Tech's strategic plan, goal 2.6.

Stackability - 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-maters pathway. The graduate-level certificate in Organizational Leadership consists of the first 18 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.

Accelerated Option – Arkansas Tech undergraduate students with a senior designation who meet MAODL admissions requirements may apply for acceptance into the accelerated MAODL program. Students accepted into the accelerated program can earn up to twelve credit hours toward the MAODL degree as part of their undergraduate coursework. To do this, students must successfully complete graduate level curriculum within the following undergraduate courses: OL 4043: Ethical Leadership, OL 4443: Professional Leadership, OL 4643: Organizational Globalization and Diversity, and OL 4743/4843: Organizational Change/Training and Development. Credit hours earned in these courses will count toward degree completion at both the undergraduate and graduate level. The intent of the accelerated option is to create an accelerated pathway to a graduate degree. Students enrolled in the accelerated MAODL can

complete a graduate degree within three semesters of completion of their undergraduate degree requirements.

Enhanced Undergraduate Course	Graduate Level Equivalent
OL 4043: Ethical Leadership	ODL 5013: Leadership Ethics and Social Responsibility
OL 4443: Professional Leadership	ODL 5003: Advanced Topics in Organizational Leadership
OL 4643: Organizational Globalization & Diversity	ODL 5023: Organizational Diversity and Inclusion
OL 4743: Organizational Change	ODL 6013: Leading Organizational Development and Change
OL 4843: Training and Development	

Suggested Course Progression – Accelerated MAODL				
Senior Year Semester 1	Senior Year Semester 2	Graduate Semester 1	Graduate Semester 2	Graduate Semester 3
OL 4443	OL 4743	ODL 6003	ODL 6033	ODL 6043
OL 4643	OL 4843	ODL 6023	Graduate Elective	Graduate Elective
OL 4043				

II. Preliminary Needs Assessment and Degree Viability

The MAODL program meets needs both external and internal to the institution. Several market demand study for a master's-level leadership program in Arkansas Tech's service region identified a need for online degree options, with a focus on leadership, marketed to professionals seeking upward mobility in healthcare, financial management, and other hard-skill career fields. A fully online, master's-level degree program in leadership, as well as a leadership certificate, would be the only fully online options available in a seven state region including Arkansas and bordering states. Additionally, data gathered through an EAB market study, an ADHE market study, and a Noel Levitz market study identified demand for interdisciplinary coursework or concentrations within a leadership program from which students can select customizable course options to meet specific educational and professional goals. The MAODL core courses provide graduate level work in essential skills, such as communication, conflict resolution, and leadership development.

III. Cost

There are no costs associated with delivering the MAODL. The MAODL courses will be designed and delivered by credentialed faculty in the Department of Professional Studies. Approved graduate level electives are existing courses already offered via online delivery.

The addition of a new faculty line is not needed

IV. Enrollment and Marketing

As identified in the market demand study, start-up marketing will target employers with identified tuition reimbursement in healthcare, manufacturing, financial management, engineering, and other hard-skill specific professions. Regional demand is greatest Dallas, Houston, St. Louis, Memphis, and Little Rock. The MA-LLOD and graduate-level leadership

certificate can also be marketed to seniors and recent graduates of Arkansas Tech undergraduate programs.

IV. Curriculum

The MAODL provides graduate education in leadership, adult learning, and organizational development.

MA – Organizational Development & Leadership		30 Cr-Hr
Core: 24 credit hours		
ODL 5003	Advanced Concepts in Organizational Development and Leadership	3
ODL 5013	Ethics and Social Responsibility in Organizational Development and Leadership	3
ODL 5023	Equity and Inclusion in Organizational Development and Leadership	3
ODL 6003	Strategic Communication and Conflict Resolution	3
ODL 6013	Leading Organizational Development and Change (OL 4743 and 4843)	3
ODL 6023	Evidence Based Decision Making	3
ODL 6033	Research Methods and Writing	3
ODL 6043	Capstone (Applied Leadership Project or Leadership Thesis)	3
Graduate Level Electives: 6 credit hours		
5000 - 6000	Approved Graduate Level Elective	3
5000 - 6000	Approved Graduate Level Elective	3
Total		**30**

Graduate-Level Leadership Certificate		18 Cr-Hr
ODL 5003	Advanced Concepts in Organizational Leadership (OL 4443)	3
ODL 5013	Leadership Ethics and Social Responsibility	3
ODL 5023	Organizational Diversity and Inclusion (OL 4643)	3
ODL 6003	Strategic Communication and Conflict Resolution	3
ODL 6013	Leading Organizational Development and Change (OL 4743 and 4843)	3
ODL 6023	Evidence-Based Decision Making	3
Total		**18**

Survey Results: AACSB Institutions and Leadership-Focused Programs

Abstract

To respond to issues related to "ownership" of leadership-focused programs, particularly at institutions with a business school accredited by the Association to Advance Collegiate Schools of Business (AACSB), the following survey of leadership programs was conducted by the Department of Professional Studies. This survey utilized a representative, randomized sample of AACSB accredited institutions in the United States. The results of the survey indicate at AACSB institutions:

- **70%** of leadership-focused programs are offered **outside of the business school/college**
- **70%** of leadership-focused graduate degrees are offered **outside of the business school/college**
- **78%** of leadership-focused undergraduate degrees are offered **outside of the business school/college**

The results show no one unit can claim total ownership of leadership-focused programs or that leadership-focused programs belong in a business school. Any argument that leadership-focused programs belong in a business school, including those arguments that rely on AACSB accreditation standards, are not based on knowledge of the current landscape in higher education or a sound understanding of AACSB accreditation standards.

Survey Methods and Results

The Department of Professional Studies conducted the following survey of the academic landscape:

- Compiled a list of ALL AACSB accredited schools in the United States (n=530)
- Calculated appropriate sample size for 95% confidence level (n=224)
- Numbered each AACSB accredited institution and generated a random number list of 530 integers between 1 and 530
- Using the randomized number list, we searched each institution's undergraduate and graduate programs, including certifications and minors using the institution's website
  - Conducted an additional web search using the following key words: "institution name Organizational Leadership"
  - Excluded programs in education leadership, nursing leadership, I/O Psychology, military leadership, nonprofit leadership, community leadership
  - Focused on organizational leadership, leadership studies, applied leadership
  - Included management and leadership
- Calculated the following:
  - Number of institutions offering undergraduate and/or graduate programs in leadership (not including the exclusions above)
  - Number of organizational leadership, leadership studies, applied leadership undergraduate and graduate programs
  - Number of undergraduate and graduate programs offered in an AACSB accredited college of business
  - Number of undergraduate and graduate programs with any combination of the words "Organizational Leadership"
  - Number of undergraduate and graduate programs with any combination of the words "Organizational Leadership" offered by an AACSB accredited college of business
  - Number of undergraduate and graduate programs with any combination of the words "Organizational Leadership" offered by an AACSB accredited college of business

Detailed results can be found at the end of document. A summary of our findings include:

- 58% of AACSB accredited institutions offer leadership focused degree programs

Survey Results of Leadership Programs at AACSB Accredited Institutions

AACSB Institutions Offering Leadership Focused Degrees (N = 224)

	n	% of sample
Yes	131	.58
No	93	.42

Type of Leadership Focused Program Offered at AACSB Accredited Institutions (N = 189)

	n	% of sample
Undergraduate Programs (Certificates, Minors, Bachelor)	106	.56
Graduate Programs (Certificates, Master, Doctoral)	83	.44

Leadership Programs Offered by College at AACSB Accredited Institutions (N = 189)

	n	% of sample
College of Business	56	.30
Professional/University/Continuing/Interdisciplinary Studies	56	.30
College of Education	26	.13
Other: Liberal Arts/Arts & Sciences/Behavioral Science/COM	51	.27

"Organizational Leadership" Program by College at AACSB Accredited Inst. (N = 59)

	n	% of sample
College of Business	15	.25
Professional/University/Continuing/Interdisciplinary Studies	27	.46
College of Education	5	.09
Other Colleges	12	.20

List of Institutions in Sample

1. Northern Michigan
2. Tulsa
3. University of South Carolina
4. Missouri Western State
5. Stevens Institute of Technology
6. Xavier University
7. Black Hills State University
8. Penn State Behrend
9. University of Tennessee Knoxville
10. University of Wisconsin Eu Claire
11. Cal State Los Angeles
12. The College of New Jersey
13. Suffolk University
14. Pittsburgh State
15. Idaho State
16. University of Alabama Huntsville
17. William and Mary
18. Cornell University
19. State U of NY Oswego
20. Mercer University
21. Vanderbilt
22. University of West Georgia
23. Florida State
24. Southeastern Louisiana
25. Belmont University
26. Claremont Graduate College
27. Boise State University
28. State University of New York Brockport
29. Francis Marion University
30. Willamette University
31. North Dakota State University
32. University of Nebraska Omaha
33. U. of Washington Tacoma
34. University of Texas
35. Missouri University of Science & Technology
36. UMASS Dartmouth
37. Western Washington University
38. St. Mary's University, Texas
39. Stephen F. Austin
40. Creighton University
41. University of Pittsburgh
42. California Riverside
43. Ohio State
44. Rockhurst University
45. Eastern Michigan
46. University of Houston
47. University of Pennsylvania
48. Western New England University
49. Saint Xavier University
50. University of Wisconsin Oshkosh
51. North Carolina Central University
52. Yale University
53. Loyola University Maryland
54. Cal State San Bernardino
55. Alfred University
56. Illinois Urbana
57. Lander University
58. St. John Fisher College
59. UVA McIntire
60. Pennsylvania State University
61. Notre Dame
62. Cal Poly Poma
63. UAB
64. UT Permian Basin
65. La Salle University
66. Georgia Southern
67. New Jersey Institute of Technology
68. University of Colorado Denver
69. Iowa State University
70. University of Wisconsin Whitewater
71. Washington and Lee
72. Cal State East Bay
73. Sam Houston State
74. Washburn
75. Cal State Northridge
76. Brigham Young
77. St. Joseph's University
78. UM Dearborn
79. Old Dominion
80. Texas A&M Corpus Christi
81. College of Charleston
82. Rice University
83. Southern Illinois Carbondale
84. Louisiana State University
85. University of Denier
86. Fayetteville State University
87. Marquette
88. Baylor University
89. UNC Chapel Hill
90. Colorado State University
91. Illinois State
92. Boston College
93. University of New Hampshire
94. University of Rochester
95. University of New Haven
96. University of Arizona
97. University of New Orleans
98. Babson College
99. Kansas

204.	Bentley University
205.	University of Rhode Island
206.	Baruch College
207.	Central Florida University
208.	Savannah State University
209.	Clarkson University
210.	Ithaca College
211.	Virginia State University
212.	Indiana University Southeast
213.	Mounmouth University
214.	Clayton State University
215.	Northern Iowa
216.	Georgetown University
217.	Indiana University Northwest
218.	University of Wisconsin-Milwaukee
219.	Washington University St Louis
220.	Loyola University New Orleans
221.	Marshall University
222.	Manhattan College
223.	Morehead State University
224.	Clarke University

North Dakota State University	
University of Nebraska Omaha	BMS Organizational Studies Concentration
	MA CCT - Org Sci & Leadership Concentration
U. of Washington Tacoma	MCL Cybersecurity and Leadership
University of Texas	BA Human Dimensions of Organizations
	MA Human Dimensions of Organizations
Missouri Uni of Science & Technology	Psychology of Leadership Minor
UMASS Dartmouth	Leadership and Civic Engagement Minor
	Organizational Leadership Grad Certificate
Western Washington University	
St. Mary's University, Texas	
Stephen F. Austin	
Creighton University	BS in Leadership Studies
	MS in Organizational Leadership
University of Pittsburgh	Certificate of Organizational Leadership
California Riverside	Certificate in Leadership and Org Excellence
Ohio State	MBA Leadership and Org Behavior
Rockhurst University	
Eastern Michigan	MS Human Resources and Org Development
	Certificate in Organizational Development
University of Houston	BS in Organizational Leadership & Supervision
	Organizational Leadership & Supervision Minor
	BBA - Leadership Track
	Leadership Minor
	Leadership Studies Minor
University of Pennsylvania	MS in Organizational Dynamics
Western New England University	BS/MS Organizational Leadership
	BSBA Management and Leadership
Saint Xavier University	
University of Wisconsin Oshkosh	BAS Leadership and Organizational Studies
	Bachelor of Liberal Studies in Leadership Dev
North Carolina Central University	
Yale University	
Loyola University Maryland	
Cal State San Bernadino	
Alfred University	
Illinois Urbana	Leadership Studies Minor
Lander University	

Louisiana State University	BS in Leadership and HRD
	MS in Leadership and HRD
University of Denier	BA in Leadership and Organization Studies
	MS in Leadership and Organizations
Fayetteville State University	
Marquette	Master Leadership Studies
	Certificate in Leadership Studies
Baylor University	EdD in Learning and Organizational Change
UNC Chapel Hill	
Colorado State University	BS in Organizational Leadership
	MS in Organizational Leadership
Illinois State	Management - Org Leadership
	Certificate Mgmt, Quant, Org Lead
Boston College	Ph.D. Organizational Studies
	MS Leadership Administration
University of New Hampshire	Leadership Minor
University of Rochester	
University of New Haven	
University of Arizona	BAS in Organizational Leadership
University of New Orleans	BA in Organizational Leadership
Babson College	Leadership Concentration
Kansas	MS in Business and Organizational Leadership
St. Louis University	MA in Leadership and Org Development
	BS in Organizational Leadership
	Certificate in Organizational Studies
University of California San Diego	
Michigan State	MS in Management, Strategy, and Leadership
Duquesne	BS in Organizational Leadership
Loyola Marymount	
UC Davis	BA Organizational Studies
Winona State University	Graduate Certificate Organizational Leadership
	Graduate Certificate Training and Development
	MS Organizational Leadership
	MS Professional Leadership Studies
The Citadel	Minor in Leadership Studies
	MS in Leadership Studies
	Certificate in Leadership Studies

Elon University	Leadership Studies Minor
Central Washington University	Leadership and Management Specialization
Cal Poly San Luis Obispo	
Drexel University	BSBA Organizational Management
Worcester Polytechnic Institute	
Florida Gulf Coast University	
University of South Florida Sarasota	
St. Mary's College of California	BA in Leadership and Organizational Studies
	MA in Leadership
Mississippi College	
Frostburg State	Leadership Studies Minor
University of South Carolina Upstate	
University of North Dakota	Leadership Minor
Texas Wesleyan University	
Samford University	BA in Organizational Leadership
Valdosta State	BS in Organizational Leadership
Seattle Pacific University	
University of Southern California	Ed.D. Organizational Change and Leadership
Ouachita Baptist University	
Southern Methodist University	Certificate in Leadership
Sacred Heart University	
Drury University	Bachelor Organizational and Leadership Comm
University of Dallas	Master of Leadership
University of Idaho	MS Adult Organizational Learning and Leadership
	PhD Adult Organizational Learning and Leadership
University of Louisiana Monroe	BA in Organizational Leadership
Indiana University Bloomington	
UC Irvine	Org Leadership and Communication Certificate
King's College	
Rowan University	
University of San Francisco	
Utah State	Leadership and Management Minor
Gonzaga University	MA Organizational Leadership
Marist College	BA/BS Professional Studies - Org Leadership
Texas Tech University	Organizational Leadership Concentration
	BAAS in Applied Leadership
Middlebury Institute	

Virginia State University	
Indiana University Southeast	Leadership Certificate
	MIS Organizational Leadership and Communication
Mounmouth University	
Clayton State University	BAS Administrative Mgmt Org Leadership
Northern Iowa	BA Organizational Leadership
	Organizational Leadership Minor
Georgetown University	EMBA Leadership
Indiana University Northwest	
University of Wisconsin-Milwaukee	
Washington University St Louis	MS in Leadership
	BS Global Leadership and Management
Loyola University New Orleans	
Marshall University	MA in Leadership Studies
	Ed.D. Leadership Studies
Manhattan College	MS in Organizational Leadership
	BS in Organizational Leadership
Morehead State University	Strategic Communication and Leadership Minor
Clarke University	Master of Organizational Leadership