

MASTER OF ARTS IN ORGANIZATIONAL LEADERSHIP (CREDIT HOUR)

Mission

The mission of the MAOL program is to provide students with an innovative theory to practice-oriented leadership program of study based on excellence and flexibility that creates lasting value and relevance for evolving leaders and their organizations.

Program Learning Outcomes

The focus of the MAOL program is on the development of the people and conceptual skills which are essential to success at all levels of administration. Through our student-centered, largely "hands-on" approach to learning, students in organizational leadership have the opportunity to:

- **Leadership:** Assess an organizational issue from multiple leadership perspective to recommend solutions.
- **Critical Analysis:** Analyze organizational challenges applying individual, group and organizational theories.
- **Globalization and Diversity:** Evaluate leadership strategies that promote organizational diversity and multi-cultural inclusion on a global scale.
- **Ethics:** Create a personal ethical decision making model.
- **Collaboration:** Evaluate personal competencies in collaboration and teaming.
- **Change:** Apply change management strategies to practical situations in organizations.

The MAOL consists of 36 credits of coursework, including 12 credits in electives, and 3 credits in a leadership capstone seminar, in which students synthesize and apply what they have learned.

Requirements for Admission

The prospective graduate student in the MAOL program must demonstrate their readiness to succeed in graduate-level academic coursework by satisfactorily fulfilling one of the following admission options. All graduate admissions options listed below require an earned baccalaureate degree from a regionally accredited institution.

Admission by GPA

A 2.75 grade point average (GPA) calculated over the most recent 30 graded semester (45 quarter) credits completed in either a baccalaureate or post baccalaureate program, including credits earned toward a credential. All credits used for GPA calculation must be from a regionally accredited institution. For graduates of regionally accredited institutions that do not conduct a GPA calculation, an official letter from the University determining grade equivalency will be accepted.

Admission by Prior Graduate Degree

An earned master's degree or higher from a regionally accredited institution.

Admission by Portfolio

Submission of a portfolio of evidence that shows adequate preparation for graduate studies. The portfolio will contain: writing samples that show graduate level communications and analytical skills; a detailed resume showing professional development and achievements; awards; professional recognition; letters of reference from persons who can attest to the applicant's ability to do graduate level work; and a letter of explanation detailing the reasons the student believes they are a good candidate for graduate study in the field they wish to pursue. If the portfolio meets substantive approval of the committee, the applicant may be invited for an interview. The decision of the School Graduate Admissions Committee will be final.

Transfer of Coursework

A maximum of 9 semester credits may be accepted in transfer in the MAOL degree program. (See Academic Policies and Procedure section.)

In addition to university policies concerning transfer of coursework, the MAOL program will accept transfer of coursework which specifically meets the following criteria:

- **Project Management Certificate Twelve Credit Transfer:** University of Massachusetts Global will award 12 elective credits toward the MAOL upon receipt of appropriate official documentation of successful completion of the UC, Irvine Extension Project Management Certificate provided that all certificate courses were completed with a grade of "B" or better.
- **Military Coursework Fifteen Credit Transfer:** Active Duty, Reserve, National Guard, retired and prior military service members may qualify for a transfer of fifteen credits toward the MAOL degree for completion of military coursework comparable OLCU 614 Leadership & Team Development, OLCU 641 Leadership in Military Communication, OLCU 643 Military Operations Leadership, HRCU 618 Career Management, HRCU 605 Talent Management. Qualifications and provisions of this fifteen credit transfer opportunity follow:
 - The service member must qualify for admission to the MAOL program. (See Graduate Admission section of this catalog.)
 - Active Duty, active reserve, retired and prior service military members in the following ranks are eligible: Commissioned Officer (any rank), Senior NCO (E7 or above) or CW2 or above.
 - Commissioned Officers must be graduates of a commissioning program (OCS or equivalent, ROTC, Military Academy) and a basic officer career course. Senior NCOs must be E7 or above and graduates of a career NCO Advanced Course. Warrant Officers must be CW2 or above and graduates of a Warrant Officer Candidate School and a Warrant Officer career course.
 - The seven year rule for completion of all coursework toward the MAOL degree applies, including transfer credit for military schooling. (See Seven-Year Limitation in Graduate Academic Policies and Procedures section of this catalog.)
 - Recipients of the fifteen credit transfer must complete all remaining coursework for the MAOL degree from University of Massachusetts Global in accordance with academic policy.

Specific Requirements for the Degree

The MAOL consists of four segments. The first segment consists of 12 credits related to the theoretical foundation of organizational leadership; the second segment consists of 9 credits related to putting leadership into practice; the third segment consists of 12 credits of electives to enhance the Leadership program of study; and the fourth is an integrative

capstone course to reinforce the application of concepts and theories learned throughout the degree program (3 credits).

Theoretical Foundation: The Vision, Mission & Values of Organizational Leadership

OLCU 501	Organizational Research	3
OLCU 600	Foundations of Organizational Leadership	3
OLCU 601	Democracy, Ethics and Leadership	3
OLCU 650	Introduction to Diversity, Equity, and Inclusion for Leaders	3

Theoretical Foundation: The Vision, Mission & Values of Organizational Leadership Subtotal		12
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Enacting the Vision: Putting Leadership into Practice

OLCU 613	Seminar in Organizational Dynamics	3
OLCU 614	Leadership & Team Development	3
OLCU 615	Leading Organizational Change	3
Enacting the Vision: Putting Leadership into Practice Subtotal		9

Elective Courses

Twelve graduate-level credits selected by the student, in consultation with an academic advisor ¹		12
Elective Courses Subtotal		12

Integrative Capstone

OLCU 681	Leadership Capstone Seminar	3
Integrative Capstone Subtotal		3

Total Credits		36
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These electives may be used to acquire either specific leadership related competencies or greater knowledge about the student's intended professional arena. Electives may be selected from programs in Criminal Justice, Education, Human Resources, Business Administration, Computer Science and Information Systems, Healthcare Administration, Organizational Leadership and Psychology. Successful completion of the University of California, Irvine Extension Project Management Certificate, as described in the MAOL Transfer of Coursework section, may substitute for the described MAOL electives. Not all courses may be offered at all sites or in all sessions.