

# ORGANIZATIONAL LEADERSHIP

<https://education.pacific.edu/academics/degree-programs/degree-completion/organizational-leadership>  
Phone: (209) 946-2424  
Jennifer Medel, Program Lead [jmedel@pacific.edu](mailto:jmedel@pacific.edu)

## Degree Offered

Bachelor of Science

## Major Offered

- Organizational Leadership
- Concentration in Criminal Justice

The Bachelor of Science in Organizational Leadership is a degree completion program offered in a hybrid format that is designed for working adult students who are returning to college to meet their professional and personal goals. Students develop knowledge and skills to be successful leaders in their careers and communities. While completing their bachelor's degree, students will acquire skills to effectively lead and direct organizations within a variety of fields. The optional concentration in Criminal Justice offers four courses designed to address leadership issues and challenges specific to this field. The program will also prepare students for graduate study in areas including organizational leadership, public policy and administration, human resource management, criminal justice, and others.

The degree is offered in an accelerated year-round format. Courses are on an 8-week term, with students completing two three-unit courses each term on a set schedule with the same cohort of classmates. Entering students will ideally have completed at least 66 units of college coursework before entering the program, so that the additional 54 units of degree requirements will provide them with the 120 units required for graduation. Students with 46 to 65 units of college coursework may be admitted with the understanding that they will need to take additional courses beyond those required by the Organizational Leadership degree program to complete their graduation requirements. There is a special reduced tuition rate for this program.

## Degree Requirements

The Bachelor of Science in Organizational Leadership degree requires 120 units of credit including fulfillment of the University General Education Program and diversity requirements. Students must earn a minimum grade point average (GPA) of 2.00 in all college work at Pacific as well as in the courses taken as requirements in the major.

**Students who successfully complete the Organizational Leadership Degree will have achieved the following Program Learning Outcomes:**

### 1. Development and application of leadership skills

- Demonstrate knowledge and skills necessary for success in management and leadership positions in a variety of organizational settings. (CT, OC, WC, IL)
- Identify opportunities and challenges in organizational leadership and apply appropriate concepts, principles, and research methods to develop and assess strategies and approaches for addressing these issues. (CT, QR, IL)

### 2. Evaluation and use of quantitative and qualitative information

- Critically evaluate data, information and literature, and demonstrate competence in using quantitative and qualitative reasoning to analyze and solve problems. (CT, QR, IL)

### 3. Effective Communication

- Communicate clearly, cogently and effectively, in both written and oral forms, adapting presentations as appropriate for a range of audiences and a variety of professional uses. (WC, OC, CT)

### 4. Ethical reasoning

- Apply ethical reasoning to issues in organizational leadership and develop an ethical framework to enable effective professional and civic leadership and engagement. (CT, WC)

### For graduates from Criminal Justice Leadership Concentration:

### 5. Application of leadership skills to contemporary issues in criminal justice

- Apply leadership concepts and skills effectively and appropriately in areas and issues related to criminal justice. (CT, WC.)

## Bachelor Of Science Major In Organizational Leadership

Students must complete a minimum of 120 units with a Pacific cumulative and major/program grade point average of 2.0 in order to earn the bachelor of science degree with a major in organizational leadership.

## I. General Education Requirements

For more details, see General Education (<http://catalog.pacific.edu/stocktongeneral/generaleducationprogram/>)

Minimum 28 units and 9 courses that include:

### A. CORE Seminars (2 courses)

CORE 001	Problem Solving & Oral Comm	3
CORE 002	Writing and Critical Thinking	4

**Note: 1)** CORE Seminars cannot be taken for Pass/No Credit. **2)**

Transfer students with 28 or more transfer credits taken after high school are exempt from both CORE seminars.

### B. Breadth Requirement (7 courses, at least 3 units each)

At least one course from each of the following areas:

Artistic Process & Creation
Civic & Global Responsibility
Language & Narratives
Quantitative Reasoning
Scientific Inquiry
Social Inquiry
World Perspectives & Ethics

**Note: 1)** No more than 2 courses from a single discipline can be used to meet the Breadth Requirement.

### C. Diversity and Inclusion Requirement

All students must complete Diversity and Inclusion coursework (at least 3 units)

**Note: 1)** Diversity and Inclusion courses can also be used to meet the breadth category requirements, or major or minor requirements.

## D. Fundamental Skills

Students must demonstrate competence in:

Writing

Quantitative Analysis (Math)

**Note: 1)** Failure to satisfy the fundamental skills requirements by the end of four semesters of full-time study at the University is grounds for academic disqualification.

## II. Major Requirements

### Professional Skills Courses

BCPS 110	Budgeting and Financial Statement Analysis	3
BCPS 120	Argumentation and Persuasion	3
BCPS 123	Benefits, Cost and Decisions	3
BCPS 130	Professional Communication	3
UCAD 150	Advanced Professional Writing	3
UCAD 165	Project Management: Applied Theory and Practice	3

### Major Courses

ORGL 100	Introduction to Organizational Leadership	3
ORGL 103	Organizational Management and Leadership	3
ORGL 105	Organizational Social Psychology	3
ORGL 135	Public Relations: Principles and Marketing	3
ORGL 139	Organizational Communication	3
ORGL 143	Mediation and Conflict Management	3
ORGL 145	Issues in Human Resource Management	3
ORGL 155	Professional Ethics	3
ORGL 175	Research Methods: Quantitative and Qualitative	3
ORGL 176	Applied Research	3
ORGL 180	Leadership: Culture and Challenges	3
ORGL 199	Organizational Leadership Capstone	3

## Bachelor of Science in Organizational Leadership - Criminal Justice Concentration

Students must complete a minimum of 120 units with a Pacific cumulative and major/program grade point average of 2.0 in order to earn the bachelor of science degree with a major in organizational leadership.

## I. General Education Requirements

For more details, see General Education (<http://catalog.pacific.edu/stocktongeneral/generaleducationprogram/>)

Minimum 28 units and 9 courses that include:

### A. CORE Seminars (2 courses)

CORE 001	Problem Solving & Oral Comm	3
CORE 002	Writing and Critical Thinking	4

**Note: 1)** CORE Seminars cannot be taken for Pass/No Credit. **2)** Transfer students with 28 or more transfer credits taken after high school are exempt from both CORE seminars.

### B. Breadth Requirement (7 courses, at least 3 units each)

At least one course from each of the following areas:

Artistic Process & Creation

Civic & Global Responsibility

Language & Narratives

Quantitative Reasoning

Scientific Inquiry

Social Inquiry

World Perspectives & Ethics

**Note: 1)** No more than 2 courses from a single discipline can be used to meet the Breadth Requirement.

## C. Diversity and Inclusion Requirement

All students must complete Diversity and Inclusion coursework (at least 3 units)

**Note: 1)** Diversity and Inclusion courses can also be used to meet the breadth category requirements, or major or minor requirements.

## D. Fundamental Skills

Students must demonstrate competence in:

Writing

Quantitative Analysis (Math)

**Note: 1)** Failure to satisfy the fundamental skills requirements by the end of four semesters of full-time study at the University is grounds for academic disqualification.

## II. Major Requirements

### Professional Skills Courses

BCPS 120	Argumentation and Persuasion	3
BCPS 123	Benefits, Cost and Decisions	3
BCPS 130	Professional Communication	3
UCAD 150	Advanced Professional Writing	3
UCAD 165	Project Management: Applied Theory and Practice	3

### Major Courses

ORGL 100	Introduction to Organizational Leadership	3
ORGL 103	Organizational Management and Leadership	3
ORGL 105	Organizational Social Psychology	3
ORGL 107	Criminal Justice Management & Administration	3
ORGL 139	Organizational Communication	3
ORGL 143	Mediation and Conflict Management	3
ORGL 147	Leadership & Supervision in Criminal Justice	3
ORGL 155	Professional Ethics	3
ORGL 167	Criminal Justice in a Multicultural Society	3
ORGL 175	Research Methods: Quantitative and Qualitative	3
ORGL 176	Applied Research	3
ORGL 187	Contemporary Issues in Criminal Justice	3
ORGL 199	Organizational Leadership Capstone	3

## Benerd Coll Prof Skills Courses

### BCPS 110. Budgeting and Financial Statement Analysis. 3 Units.

This course focuses on the accounting elements that are presented in each of the financial statements and how the financial statements are analyzed using the liquidity, solvency, and profitability ratios. Emphasis is placed on using accounting as a tool to assist managers in the decision-making process. This course also offers a brief introduction to the master budget process. Prerequisites: Enrolled in an approved Benerd College degree completion program.

**BCPS 120. Argumentation and Persuasion. 3 Units.**

This course is intended to help students become more competent at making persuasive arguments and identifying weakness in arguments in a professional context. Students will be introduced to critical issues and topics for persuasive argumentation including decision making, genres, logos, pathos, and ethos. Prerequisites: Enrolled in an approved Benerd College degree completion program.

**BCPS 123. Benefits, Cost and Decisions. 3 Units.**

This course examines how decisions are made. The economic framework of rational choice theory—taking action as long as benefits outweigh costs—is used as a starting point for analyzing decision-making behavior of individuals, firms and governments. We consider how costs and benefits are measured and how to evaluate the validity of information and data used in assessing them. Basic game theoretic models are introduced to explain strategic decision-making. The limits of rational choice theory are also addressed with insights from behavioral economics. Prerequisites: Enrolled in an approved Benerd College degree completion program.

**BCPS 130. Professional Communication. 3 Units.**

This course is designed to help students become more effective communicators in professional and business settings. It covers the skills necessary for communication in the work environment and modern society. Prerequisites: Enrolled in an approved Benerd College degree completion program.

**BCPS 143. Mediation and Conflict Management. 3 Units.**

Conflict is inevitable, but it does not have to be debilitating for individuals and organizational/social systems. This course explores the theory and practice of dispute resolution using interest-based mediation and negotiation techniques. Students gain a broad understanding of mediation and negotiation strategies, learn skills that lead to greater success in managing conflict, and develop confidence in the mediation process as an effective means to resolving interpersonal, organizational, and community disputes. Prerequisites: Enrolled in an approved Benerd College degree completion program.

**BCPS 150. Advanced Professional Writing. 3 Units.**

This course will help students write more clearly, concisely, and persuasively for specific audiences in professional contexts. Students will learn to identify the needs of their audience, determine what information to include and how, and to structure a document to answer questions, solve problems or otherwise effectively meet the needs of a given audience and context. Prerequisites: Enrolled in an approved Benerd College degree completion program.

## Organization Leadership Courses

**ORGL 100. Introduction to Organizational Leadership. 3 Units.**

This course is an introduction to organizational leadership focusing on what it means to be a good leader. Emphasis is placed on the practice of leadership. The course will examine the nature of leadership, and an introduction to leadership skills, concepts and ethics that will be covered in the program. Students will also be trained in digital information literacy skills – including finding, evaluating and appropriately using sources and data.

**ORGL 103. Organizational Management and Leadership. 3 Units.**

This course presents a comprehensive, integrative, and practical focus on leadership and management. It is based upon a framework that analyzes leadership and management at different levels: individual leadership, team leadership, and organizational leadership. This course also focused on foundational skill development as a manager/leader.

**ORGL 105. Organizational Social Psychology. 3 Units.**

Students study the sociological way in which the structure of organizations impinge upon the lives of individuals. Special attention will be given to the structural determinants of motivation, opportunity, power and participation within organizations. Organizational culture (roles and images), the processes of organizational change, and the recent efforts to improve the quality of work life and productivity in organizations is examined.

**ORGL 107. Criminal Justice Management & Administration. 3 Units.**

This course develops a foundation of concepts in organization and management unique to a criminal justice organization. Emphasis is placed on planning, management, oversight and assessment of overall organizational performance. The nature of criminal justice organizations, processes, human resources, delivery of services and the development of personnel is examined.

**ORGL 135. Public Relations: Principles and Marketing. 3 Units.**

The objective of this course is to increase the understanding of the Public Relations field. Emphasis is placed on marketing theory and practice, function in organizations, and PR's role in society.

**ORGL 139. Organizational Communication. 3 Units.**

This course provides an overview of some of the most important theories and research in the area of organizational communication. Students will learn about the essential role of communication in a number of organizational settings, and develop skills in applying organizational communication theory concepts, and perspectives to diagnose, prevent, and address organizational issues.

**ORGL 143. Mediation and Conflict Management. 3 Units.**

Conflict is inevitable, but it does not have to be debilitating for individuals and organizational/social systems. This course explores the theory and practice of dispute resolution using interest-based mediation and negotiation techniques. Students gain a broad understanding of mediation and negotiation strategies, learn skills that lead to greater success in managing conflict, and develop confidence in the mediation process as an effective means to resolving interpersonal, organizational, and community disputes.

**ORGL 145. Issues in Human Resource Management. 3 Units.**

This course explores the issues and challenges that face the human resource area in any organization. Emphasis is placed on the challenge of attracting and retaining qualified, competent employees. Organizational change and its impact on employee motivation and performance is also addressed.

**ORGL 147. Leadership & Supervision in Criminal Justice. 3 Units.**

This course examines the role of leadership and supervision in shaping and directing complex criminal justice organizations. Various leadership styles, roles and group dynamics are examined and applied to criminal justice organizations. This course develops a foundation for effective leadership and supervision of Criminal Justice personnel. The impact and importance of effective leadership on employee development, morale, and motivation will be a particular focus of study. Prerequisites: Acceptance into Organizational Leadership program.

**ORGL 155. Professional Ethics. 3 Units.**

This course investigates the ethical dimensions of professional life. Using resources from the disciplines of moral philosophy and the social and behavioral sciences, students will learn the basic shape and content of the moral dimensions of human life—both individual and corporate—and will learn to apply that content to careful and critical analysis of current professional issues. The course is not intended to provide the “right” answers to complicated moral questions, but rather to sharpen the student’s awareness of the content, shape, context, and implications of moral decision making in their lives as individuals, citizens, and professionals in a variety of industries.

**ORGL 157. Contemporary Issues in Criminal Justice. 3 Units.**

This course examines current and relevant issues impacting the criminal justice system from a managerial and leadership perspective. Emphasis is placed on identifying current issues, trends and applying critical thinking skills, research and problem solving strategies. Topics will vary based upon current trends and issues impacting the criminal justice system. Acceptance into Organizational Leadership program.

**ORGL 167. Criminal Justice in a Multicultural Society. 3 Units.**

This course examines the complex, dynamic relationship between communities and the justice system in addressing crime and conflict with an emphasis on the challenges and prospects of administering justice within a diverse multicultural population.

**ORGL 175. Research Methods: Quantitative and Qualitative. 3 Units.**

The objective of this course is to introduce students to fundamentals of communication research. Special emphasis is on understanding the “logic” of the research process. Students develop skills in research design, data collection and analysis, and learn how to apply quantitative and qualitative research methods to solving problems. This course also helps students understand the role of ethics in communication research.

**ORGL 176. Applied Research. 3 Units.**

The purpose of this course is to help the student synthesize and integrate the learning experiences acquired in organizational behavior studies and evaluate the research and current topics relative to major emphasis areas. Students are expected to do a literature review, analyze data, write empirical reports, conduct training and workshops, and present research results.

**ORGL 180. Leadership: Culture and Challenges. 3 Units.**

This course focuses on how leadership skills students have developed throughout the program can be applied to have meaningful and positive impact on organizations, communities, or societies. The course looks at exemplary leaders and contemporary leadership challenges, with special consideration of the moral aspects of effective leadership. Emphasis is on integrating practical leadership skills with qualities such as authenticity, integrity, and emotional intelligence to effectively address challenges in a variety of settings including and beyond the workplace. Prerequisite: ORGL 103.

**ORGL 187. Contemporary Issues in Criminal Justice. 3 Units.**

This course examines current and relevant issues impacting the criminal justice system from a managerial and leadership perspective. Emphasis is placed on identifying current issues, trends and applying critical thinking skills, research and problem solving strategies. Topics will vary based upon current trends and issues impacting the criminal justice system.

**ORGL 199. Organizational Leadership Capstone. 3 Units.**

This course is designed to help students integrate their academic study of organizational leadership and their leadership experience in various organizational settings to prepare them for successfully and productively applying the skills and knowledge they have developed in the program, and in their careers and communities. Students will synthesize various perspectives, concept and methodologies, to research and analyze an organizational leadership issue or a problem and propose appropriate approaches or solutions. Prerequisites: ORGL 175, ORGL 176, and ORGL 180.

## University College Acad Courses

**UCAD 021. Pacific in the World. 3 Units.**

This interdisciplinary course is designed to introduce international students to the history, people and culture of the University of the Pacific and California. In doing so, it helps students connect Pacific to their home countries, creates common ground between international and domestic students, and investigates Pacific as a place in a particular historical moment. Content delivery will include conventional classroom learning, including reading, lecture and discussion, as well as digital and field experiences.

**UCAD 150. Advanced Professional Writing. 3 Units.**

This course will help students write more clearly, concisely, and persuasively for specific audiences in professional contexts. Students will learn to identify the needs of their audience, determine what information to include and how, and to structure a document to answer questions, solve problems or otherwise effectively meet the needs of a given audience and context.

**UCAD 165. Project Management: Applied Theory and Practice. 3 Units.**

This course develops a foundation of concepts and solutions that supports the planning, scheduling, controlling, resources allocation, and performance measurement activities required for successful completion of a project. Additional consideration is given to the project lifecycle, Gantt charting, execution and implementation strategies, risk management, budgeting, influence and team leadership.