

# ORGANIZATIONAL LEADERSHIP

<http://www.pacific.edu/Academics/University-College/Programs/Degree-Completion-.html>

Phone: (209) 946-2424

Location: 1776 W. March Lane, Suite 290

## Bachelor of Science in Organizational Leadership

The Bachelor of Science in Organizational Leadership 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. Courses are offered in the evening, making it easier for working students to complete their undergraduate education while working full-time. While the majority of contact hours are in-seat, a hybrid format allows for flexibility in offering some content online to best meet the needs and constraints of our students.

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 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 total required for graduation. Students with fewer units 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.

This program is not open to current Pacific students and requires an interview of each applicant. There is a special reduced tuition for this program.

### Degree Requirements

The Bachelor of Science in Organizational Leadership degree requires 120 units of credit including fulfilling University fundamental skills proficiency requirement, and completion 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 taken for the degree at Pacific as well as in the courses taken as requirements in the major. A maximum of 20 units may be earned through a combination of concurrent enrollment in classes at other colleges and universities while enrolled at Pacific (maximum transfer unit policy applies), including transferable online and extension courses from other regionally accredited colleges and universities, and military courses evaluated by the American Council on Education. A residency requirement stipulates that a minimum of 32 of the last 40 units taken for completion of the undergraduate degree must be taken at Pacific.

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

Following each PLO is an indication of the University Core Competency(ies) to which it matches: Critical Thinking (CT), Quantitative Reasoning (QR), Oral Communication (OC), Written Communication (WC), and Information Literacy (IL)

#### 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)

## 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

PACS 003      What is an Ethical Life?      3

Students must complete a minimum of 30 units and 9 courses that include one course from each subdivision below:

#### Social and Behavioral Sciences

IA. Individual and Interpersonal Behavior

IB. U.S. Studies

IC. Global Studies

#### Arts and Humanities

IIA. Language and Literature

IIB. Worldviews and Ethics

IIC. Visual and Performing Arts

#### Natural Sciences and Mathematics

IIIA. Natural Sciences

IIIB. Mathematics and Formal Logic

IIIC. Science, Technology and Society

or a second IIIA Natural Sciences course

*Note: 1) No more than 2 courses from a single discipline may be applied to meet the requirements of the general education program.*

### II. Diversity Requirement

Students must complete one diversity course (3-4 units)

*Note: 1) Courses may be used also to meet general education and/or major/minor requirements.*

### III. Fundamental Skills

Students must demonstrate competence in:

Writing

Quantitative analysis

## IV. Major Requirements

### Professional Skills Courses

UCAD 110	Budgeting and Financial Statement Analysis	3
UCAD 120	Argumentation and Persuasion	3
UCAD 123	Benefits, Cost and Decisions	3
UCAD 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	Principles and Marketing	3
ORGL 139	Organizational Communication	3
ORGL 145	Issues in Human Resource Management	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
UCAD 143	Mediation and Conflict Management	3

## 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 135. 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 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 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 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.