

MASTER OF SCIENCE-ORGANIZATIONAL LEARNING AND LEADERSHIP

The Master of Science in Organizational Learning and Leadership (OLL) is a 30-hour, online graduate degree that provides you the flexibility to build a program of study that serves your specific career goals. The degree offers three tracks of leadership study comprised of courses at the 500 level or higher:

1. Adult and Higher Education
2. Organizational Leadership
3. Multi-disciplinary Studies - options for areas of study include the following: English, biology, history, communication, educational administration, adult and higher education, mathematics, mathematics education, instructional design and technology, special education, education, reading, kinesiology, and leadership. NOTE: Psychology, counseling, and business courses cannot be used as the main area of study (content area 1) but can be selected as a supplemental area of study (content area 2).

Each of the three tracks includes a research methods course along with nine other courses in leadership that will complement your selected career pathway. No matter the track you choose, you will learn from experts in the field who bring theoretical and practical knowledge to your learning experience. Our goal is to make sure the time, money, and effort you invest in earning a graduate degree in leadership provides you with the knowledge and skills you need to be successful in your field of practice.

Prior Learning Assessment (PLA) is another option that makes the OLL degree attractive to learners who bring significant professional experience to the degree. If you have a minimum of 5 years of leadership experience in your field of practice, you are eligible to apply PLA to your degree (NOTE: up to 12 SCH can be applied in total transfer and/or PLA credit). Learners interested in this option should make an appointment with the program coordinator to discuss the best pathway to earn PLA credit.

Transfer Credit: Learners may transfer a maximum of 12 SCH from an accredited institution (minus any applied PLA Credit).

Cross-enrollment Program: Areas of study not offered at the A&M-Texarkana campus can be obtained through the cross-enrollment program with East Texas A&M.

Admission Requirements

- Baccalaureate degree from an accredited institution
- Minimum of cumulative 2.80 GPA or 2.80 GPA in last 60 hours of undergraduate degree program
- Letter of Interest and Commitment
- Two letters of academic recommendation

Admission Requirements must be submitted to the Graduate Studies Office by the designated deadline of first semester of enrollment. Be aware that initial admission to the university does not guarantee full admission to a graduate degree program.

Career Prospects: Opportunities are as diverse and expansive as your personal career aspirations; however, here are some possibilities:

- Leadership, management, and/or supervisory roles in non-profit and/or for-profit organizations
- College-level teaching, including dual-credit assignments, with 18 SCH of graduate coursework in an academic discipline. Complementary coursework in education is an option if choosing the Multi-disciplinary track.
- Support roles in higher education (admissions, advising, student life, etc.)
- Social or community agency careers
- General upward mobility for those in an established field of practice
- Leadership consulting opportunities
- Leadership in sales and marketing roles
- Public relations positions
- Entrepreneurial goals
- Primary, secondary, and post-secondary education support roles
- Human resource management
- Public administrative roles

Although a graduate degree in leadership can be powerful in terms of career development, students are encouraged to work with the Career Development Center on resume development, interviewing skills, and career prospects that target graduates of multi-disciplinary programs

What Graduates Gain from this Program

Regardless of which track of study you choose, a graduate of the program will benefit from the following:

1. Developing and honing leadership skills, including strategic thinking, communication, decision-making, and team management.
2. Learning to incorporate continuous learning and improvement within organizations and exploring how organizations can adapt and thrive in dynamic environments.
3. Exploring organizational structures, cultures, and change management frameworks that enable leaders to improve organizational effectiveness.
4. Building research and technical writing skills that support effective data analysis and communication.

Degree Requirements

| Code | Title | Hours |
|--------------------------------------------------|-----------------------------------------------------|-----------|
| Major Requirements | | |
| LEAD 532 | Transformational Leadership and Human Relations | 3 |
| LEAD 595 | Research Methods in Adult Education | 3 |
| LEAD 588 | Practicum in Adult/Higer Education (EL) | 3 |
| Adult & Higher Education Track | | 21 |
| LEAD 505 | Higher Education in the 21st Century | |
| LEAD 508 | Student Services Administration in Higher Education | |
| LEAD 526 | Adult Learning and Development | |
| LEAD 528 | Instr Design & Methodology | |
| 9sch Graduate Electives | | |
| Organizational Leadership | | |
| LEAD 515 | Organization Development | 21 |
| LEAD 527 | Program Planning in Adult Education | |
| LEAD 526 | Adult Learning and Development | |
| LEAD 528 | Instr Design & Methodology | |
| 9sch Graduate Electives | | |
| Multi-Disciplinary Studies ^{1,2} | | 21 |
| Content Area 1 consists of 12-18sch ¹ | | |
| Content Area 2 consists of 3-9sch ¹ | | |
| 3sch Graduate Elective | | |
| Minimum Hours for Degree | | 30 |

¹ Students on the multi-disciplinary track may study from the following options for Content Area 1: English, biology, history, communication, educational administration, adult and higher education, mathematics, mathematics education, instructional design and technology, special education, education, reading, kinesiology, leadership, or a discipline/courses transferred from another accredited institution (maximum of 12 SCH may be transferred). Psychology (restricted courses), Counseling (restricted courses), Management, and Economics can only be applied in Content Area 2.

² Students on the multi-disciplinary track concentrate study across two disciplines. Content Area 1: 12-18 SCH; Content Area 2: 3-9 SCH.

Requirements for Graduation

The requirements for graduation include: (1) Minimum of 3.00 grade point average overall for graduate coursework, 3.0 GPA in the major, and 3.0 Institutional GPA; (2) no course grades below a C; (3) Completion of all required courses and the minimum number of program SCH.