

# ORGANIZATIONAL LEADERSHIP, B.A.

The Bachelor of Arts in Organizational Leadership (BAOL) provides students the opportunity to learn how to become effective leaders across organizations and industries. Students who complete the BAOL will be prepared to lead organizations through core knowledge in leadership and management, innovation, organizational change, crisis management, communication, cultural influences and diversity, and leading teams.

## Program Learning Outcomes

*Students who complete the Bachelor of Arts in Organizational Leadership will be able to:*

1. Exhibit general knowledge of theories and practices in key areas of organizational leadership and management.
2. Demonstrate effective leadership communication through both written and verbal means.
3. Formulate an ethical decision making process informed by ethical approaches.
4. Collaborate effectively in teams.
5. Synthesize approaches to effectively navigate cultural influences and diversity to achieve organizational goals.

## Admissions Requirements

To be admitted to the BAOL, the student must submit an application for admission and meet the following requirements:

1. For students with less than six (6) semester units of completed college coursework:
  - Submit an official high school transcript with a minimum cumulative GPA of at least 2.000 (or equivalent) from an accredited institution that meets approved requirements.
  - Submit an official transcript sent directly from each institution<sup>1</sup> attended.
2. For students with more than six (6) semester units of completed college coursework:
  - Have a cumulative college coursework GPA of at least 2.000.
  - Coursework must be from an accredited institution that meets approved requirements.
  - Coursework must be evidenced by an official transcript sent directly from each institution<sup>1</sup> attended.

<sup>1</sup> Students seeking to receive credit at the university from an institution outside the United States are required to have their foreign transcript evaluated by a service that is a member of the National Association of Credential Evaluation Services (NACES) or the Association of International Credential Evaluators, Inc. (AICE); a detailed or course-by-course report is required.

An admissions advisor will assist with the development of a written pre-admission educational plan. Only courses from an accredited institution with an earned passing grade will be accepted by transfer.

The following 36 credit hours of general education<sup>1</sup> core requirements are required for graduation and it is advised that they be completed prior to beginning upper-division coursework:

1. Communication - 6 semester hours (of which one course must be in English Composition)
2. Humanities/Fine Arts - 6 semester hours (at least one course must be from the following: literature, philosophy, art or music appreciation, art or music history, fine arts, or history)
3. Natural Science and Math - 6 semester hours (at least one course must be in Math)
4. Social and Behavioral Sciences - 6 semester hours
5. Bible and Theology - 6 semester hours (at least one course must be taken from PLNU)
6. An additional 6 semester hours must be earned in any of the above areas.

<sup>1</sup> Missing General Education courses may be completed throughout the program after admittance, but the following must be completed prior to starting upper-division coursework:

1. At least 20 units of General Education
2. All prerequisite courses that are not included in the upper-division requirements of the major.

Code	Title	Units
<b>Required Courses</b>		
BBU 3010	Data-Driven Decision Making	3
BLD 4012	Leadership Theory and Practice	3
BLD 4020	Cultural Influences and Diversity in the Workplace	3
BLD 4030	Organizational Leadership Communication	3
BLD 4040	Leading Teams in Organizations	3
BLD 4050	Leading Organizational Change	3
BLD 4060	Leading Innovation	3
BLD 4070	Leading Through Organizational Crisis	3
BMG 2012	Principles of Management	3
BMG 3020	Organizational Behavior	3
BMG 3074	Human Resources Management	3
BMG 4084	Operations Management	3
BMK 3032		3
BST 3004 (B,C,J,L,N)	Biblical Perspectives (GE)	4
ETH 4011	Organizational Ethics	2
SUS 4075	Sustainability in Action	3
<b>Total Units</b>		<b>48</b>

## Graduation Requirements

In order for a student to earn and receive the BAOL, all of the following requirements must be met:

1. A total of 120 semester hours must be earned with an overall 2.000 grade point average and all general education requirements met (See Admission Requirements).
2. Complete all program requirements, with a minimum resident GPA of 2.000 for units completed in the Point Loma Nazarene University major program.
3. In addition to the units earned through the BAOL, additional semester units must be earned to meet the degree completion requirements of 120 total semester units. A maximum of 24 units can be earned through the following non-traditional methods:

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- a. Testing (AP, CLEP, Dantes)
  - b. Military Courses
    - i. A maximum of six (6) Military course transfer units can be awarded at admission as evidenced on an official Joint Services Transcript.
    - ii. Students may petition to have up to an additional eighteen (18) units of Military course credit upon the completion of two semesters at PLNU.
  - c. Prior Learning recommended for university academic credit by the American Council on Education or the Council on Adult and Experiential Learning (ACE, CAEL - see below) and Military Experience credit (ACE, CAEL - see below)
4. Application for graduation must be made prior to the start of the final semester. If no more than nine (9) units are lacking to complete the required 120 unit minimum, application to participate in Commencement with a completion plan is possible.
  5. All bills paid with the student in good standing.

Notes:

- American Council on Education (ACE) provides guidance on workplace learning. See <https://www.acenet.edu/Research-Insights/Pages/Student-Support/Post-Traditional-Learners.aspx> for more information.
- Credit for Prior Learning (CPL) is not credit for "life experience." It is credit for prior learning and students must demonstrate through a portfolio that learning has taken place. The faculty will evaluate the portfolio to determine how much credit should be given for the learning accomplished. See <http://www.cael.org/pla.htm> for examples of how this is described. To receive CPL credit students would enroll in a CPL assessment course to learn the portfolio submission process.

**Note:** The B.A. in Organizational Leadership is an approved program under PLNU's WASC Regional Accreditation, WSCUC. Since it is not a business degree, it is not an Accreditation Council for Business Schools and Programs (ACBSP) approved program.