

# ORGANIZATIONAL LEADERSHIP

## Lewis University Accelerated Programs

Lewis University provides adult students an opportunity to complete a college degree with a learner-centered, accelerated delivery format compatible with their needs and lifestyles. Most three-semester credit hour courses are completed in eight-week sessions, and meet one night per week.

The academic focus is on the integration of theory and practice emphasizing application, analysis and synthesis through collaborative learning experiences. Through small class size, group interaction and one's unique life experiences, the classroom becomes a dynamic environment in which each student is an active participant.

Lewis faculty are prepared as teachers, scholars, researchers and practitioners. In the adult classroom, they serve as coaches, role models and facilitators. Faculty hold a master's or doctoral degree, providing a rich blend of academic knowledge in their discipline with practical, professional experience.

## Organizational Leadership

Workplace literature is rich with the leadership theme. It is identified as the key to organizational effectiveness and success. Students will identify the multiple understandings of both leadership and organization, develop the skills associated with these themes, and prepare to bring these skills to the highest levels of effectiveness in their organizations.

In addition to the accelerated undergraduate program, students will have an option to pursue an accelerated graduate degree (MA) in Organizational Leadership through the Fast Track option by taking an additional 31 credit hours. More information follows on the next page.

## Program Entrance Requirements

- Applicants typically have earned a minimum of 12 semester (18 quarter) hours of transferable credit at a regionally accredited post-secondary institution.
- Applicants must have earned a minimum of a 2.0 (4.0) cumulative transfer GPA, based on all transferable courses to be considered for admission; and have at least three years of full-time work experience.
- Credits earned through Prior Learning Assessment cannot be used for satisfying the transfer credit hour requirement for admission into an accelerated degree program.

## Degree Requirements

- Successful completion of a minimum of 128 semester credit hours.
- Completion of 32 semester graded credit hours at Lewis University including four upper division major courses (12 semester credit hours.)
- Achievement of an overall grade point average of at least 2.00 ("C") for all courses taken at Lewis University and a 2.20 average for the major area courses.

# ORGANIZATIONAL LEADERSHIP

## CURRICULUM

### General Education (36 credit hours)

- College Writing I (3)

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- College Writing II (3)

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- Introduction to Human Communication (3)

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- Mathematics (3)

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- Natural Science (3)

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- Natural Science (3)

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- Social Science (3)

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- Social Science (3)

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- Social Science (3)

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- Fine Arts/Humanities (3)

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- Fine Arts/Humanities (3)

### Mission-Based Courses (9 credit hours)

- Christian Action and Values (3)  
OR Ethics (3)

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- Cultural Diversity and Intergroup Relations (3)

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- Theology (3)

*Two of the above Mission-based courses must be taken at Lewis.*

### Major Courses (30 credit hours)

- Introduction to the Applied Social Sciences (3)

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- Life, Career and the Emerging Workplace (3)

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- Social Theory (3)

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- Organizational Development (3)

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- Positive Leadership (3)

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- Learning in Organizational Studies (3)

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- Leadership for Service (3)

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- Organizational Communication (3)

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- Organizational Research Analysis (3)

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- Internship (3)

### Related Electives (12 credit hours)

Appropriate and related electives are offered through Lewis University's accelerated and traditional programs. An advisor will work with students to select appropriate electives.

### General Electives (41 credit hours)

*Any college-level course taken at Lewis University or meeting transfer requirements.*

### Bachelor of Arts to Master of Arts (Fast Track Program)

The Fast Track program reduces the total number of hours required to earn the graduate degree by six. Normally a master's degree student would be required to earn 37 credit hours for the M.A. in Organizational Leadership. However, Fast Track students are required to complete only 31 credit hours to earn the M.A. Six hours of elective credit normally required of M.A. students will be waived for students who earn their B.A. degree in Organizational Leadership at Lewis, having completed all 30 hours of undergraduate courses in the major at Lewis, and who have applied for and been accepted into the M.A. program.

In order to qualify for the B.A./M.A. degree option in Organizational Leadership, students must

- 1) Complete Lewis University's B.A. in Organizational Leadership degree.
- 2) Have achieved a minimum GPA of 3.0 in courses in the B.A. Organizational Leadership major.
- 3) Have achieved a minimum cumulative GPA of 3.0 in the B.A. degree.
- 4) Submit a Graduate Application and be accepted into the M.A. program.

Total Hours to graduate in the B.A./M.A. Fast Track (including undergraduate general education requirements, major courses, and electives): 128 undergraduate hours + 31 graduate hours = 159 total Fast Track hours.

## COURSE DESCRIPTIONS

### Major Courses (30 credit hours)

**Introduction to the Applied Social Sciences:** This course examines the history of Social Sciences, their evolution and the forces acting upon the social world to cause change. Primary theorists and how their work has influenced modern practice will be explored. Case studies will be utilized to focus on the application of Social Science to Leadership Theory. Key concepts from Social Psychology will be explored in the development of organization development in the workplace.

**Life, Career and the Emerging Workplace:** This course engages students in the exploration of their self-perception and the ways in which they are perceived by others, especially in the workplace. Building on this foundation, the course continues to consider both the development of personal goals and objectives, as well as the concept of working with others to establish professional direction and offering consistent feedback for positive change. Students will develop the themes that are Leadership and Management.

**Social Theory:** This course develops students' understanding of the role of the Applied Social Sciences. Considering the wide phenomenon of transition beyond classical social systems, this course proceeds to focus on the development of participative systems. Students will read essential primary authors in this course, and engage the perspective of many of the national and global movements for human rights and democratization. Throughout the course, implications for the workplace will be considered.

**Organizational Development:** Students will consider the notion of leader as a "change agent" and how this notion is applied to transition from a focus on progress to one of "sustainability" in organizational life. Reviewing the emergence of this movement, its concerns and directions, this course will also offer students the opportunity to consider their abilities and challenges as leaders for sustainable change.

**Positive Leadership:** This course aims to provide an introduction to core ideas of positive psychology and their implications for leadership. After considering the principles of positive psychology students will examine how to create, foster and manage positive organizations where people can thrive. The focus of the course will be how positive leadership applies to the self, at work and with relationships.

**Learning in Organizational Studies:** This course focuses on organizational epistemology. After considering the movement from manufacturing goods and services to management of knowledge, this course will present to students key ideas in organizational learning and develop concrete skills in students to facilitate the process of learning in the organizational context.

**Leadership for Service:** Building upon a foundation in applied ethics, Lasallian values, and the notion of "servant leadership," this course seeks to situate leadership in the context of service. This course uses study dynamics such as case study methodology, biography, and observation to develop skills for enhancing organizational ethics and orientation to service.

**Organizational Communication:** This course explores the connection between leadership and language. Students will focus on developing skills in reading, writing, and speaking at work, particularly in the language of their organization. Students will create a written development plan to enhance their skills in managing organizational communication.

**Organizational Research Analysis:** This course will develop students' ability to understand the role of research in organizational alignment. Students will demonstrate the ability to read and interpret the data resulting from research, discern the general quality of such research, assist organizations in making a good-fit in research tools, and shape organizational behaviors which respond to data.

**Internship:** Students undertake an intensive analysis of a specific issue or problem area related to leadership. Students develop the proposal which includes a focused topic of inquiry, a review of the literature, and a statement of the chosen mode of organizational intervention. Students discuss results and future options for organizational learning. The internship is designed to provide students with a forum to integrate their undergraduate studies for workplace change.

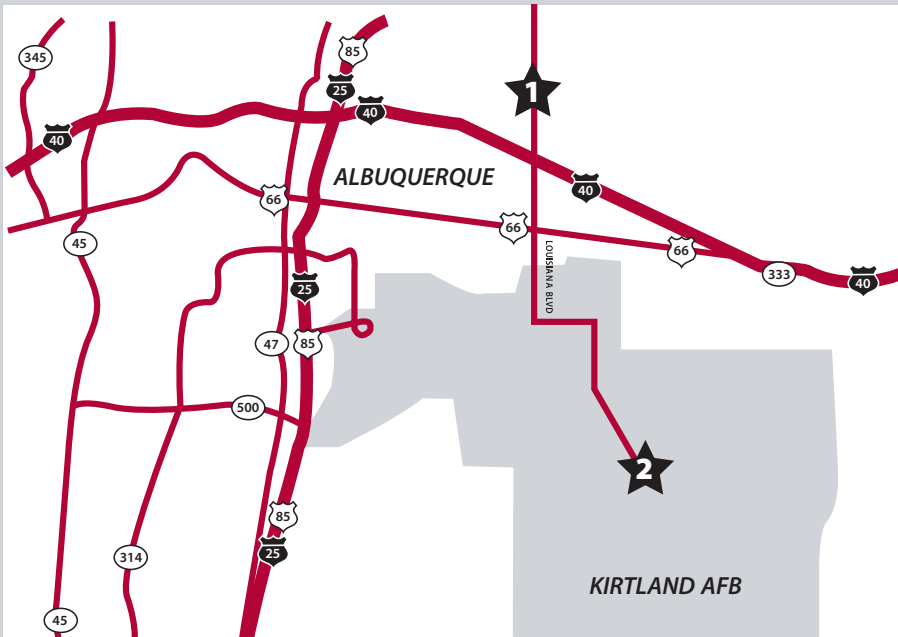
# LEWIS UNIVERSITY ALBUQUERQUE

*Sponsored by the De La Salle Christian Brothers*

Lewis University-Albuquerque is a private, non-profit, Catholic university where the traditions of liberal learning and preparation for professional life give the university its educational identity and mission focus.

The Lewis main campus is located in Romeoville, Ill., 30 minutes southwest of Chicago. For seven consecutive years, Lewis has been named one of the “Best Colleges” by *U.S. News & World Report* and received recognition from *The Princeton Review*.

Sponsored by the De La Salle Christian Brothers, Lewis University has a long and successful history in providing adult students an opportunity to complete a college degree with a learner-centered accelerated delivery format compatible with their needs and lifestyles. The Christian Brothers have been teaching in New Mexico since 1859 and Lewis continues that educational mission in the Albuquerque region.



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