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| For Academic Affairs and Research Use Only |
| Proposal Number |  |
| CIP Code:  |  |
| Degree Code: |  |

**Reconfiguration of Existing Degree Program Proposal Form**

(Also requires Arkansas Department of Higher Education (ADHE) approval)

**[ ] Undergraduate Curriculum Council**

**[X] Graduate Council**

Signed paper copies of proposals submitted for consideration are no longer required. Please type approver name and enter date of approval.

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**Department Curriculum Committee Chair** |

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**COPE Chair (if applicable)** |
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**Department Chair** |

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**Head of Unit (if applicable)**   |
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| **Director of Assessment** |  |

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**Undergraduate Curriculum Council Chair** |
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| Melodie Philhours | 11/3/2022 |

**College Curriculum Committee Chair** |

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**Graduate Curriculum Committee Chair** |
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| Jim Washam | 11/4/2022 |

**College Dean** |

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| Alan Utter | 11/29/2022 |

**Vice Chancellor for Academic Affairs** |
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**General Education Committee Chair (if applicable)**   |  |

1. **Contact Person** (Name, Email Address, Phone Number)

Matthew Hill, mdhill@astate.edu, 2280

1. **Title(s) of degree programs to be consolidated/reconfigured:**

Master of Business Administration with concentration in management (note: see 2022G\_APPROVED\_BU29)

1. **Proposed title of consolidated/reconfigured program:**

Master of Science in Organizational Leadership

1. **Proposed Effective Date:** Fall 2023 (2023-2024 Bulletin Year)
2. **Reason for proposed program consolidation/reconfiguration:**

*(Indicate student need/demand (projected enrollment) for the proposed program and document that the program meets employer needs using the ADFA Workforce Analysis Form)*

Currently, Organizational Leadership ranks 10th in potential demand among master’s business programs and is in the top 5% of master’s programs overall in Arkansas. Conferrals of Master's degrees in Organizational Leadership increased 49.4% in the region from 2016 to 2020. Furthermore, the number of institutions reporting conferrals (i.e., offering the program) has increased 23.8% since 2016. Employment for Organizational Leadership occupations increased 27.6% in the region from 2016 to 2020, and is projected to increase 13.2% by 2030. In the last 12 months, there have been 31,303 Organizational Leadership-related job openings posted in the region.

1. **Provide current and proposed curriculum outline by semester.**

*For undergraduate programs, please use Appendix A-8-semester plan form*

 *Indicate total semester credit hours required for the proposed program. If new courses are needed for the reconfiguration, approval for the courses must be requested prior to approval for the new degree. Underline any new courses. Identify required general education core courses with an asterisk. If utilizing courses from other departments, please color-code them and provide a key.*

COMS 6103 – Communication Theory

MGMT 6143 - Organization Theory

MGMT 6403 - Seminar in Organizational Behavior

MGMT 6443 - Management Development Strategies

MGMT 6463 - Leadership Development

MGMT 6793 - Business Ethics and Social Responsibility

STCM 5603 - Crisis Communication

Electives 9 hours (select from courses with MBA, MGMT, or MKTG prefixes)

TOTAL HOURS: 30

1. **Will the proposed degree be offered:**
	1. **Traditional/Face-to-face** NO
	2. **Distance/Online** YES
		1. **If yes, indicate mode of distance delivery, and the percentage of courses offered via this modality (<50%, 50-99%, or 100%).**

100% Online

* + 1. **If online, will it be offered through Global Initiatives/Academic Partnerships (AP)?**

YES

1. **Will the proposed degree be offered off-campus?** NO
	1. **If yes, identify the off-campus location**

 Enter text...

1. **Provide documentation that proposed program has received full approval by licensure/certification entity, if required.**

 *(A program offered for teacher/education administrator licensure must be reviewed/approved by the Arkansas Department of Education prior to consideration by the Coordinating Board; therefore, the Education Protocol Form also must be submitted to ADHE along with the Letter of Notification).*

Not applicable

1. **List institutions offering similar program and identify the institutions used as a model to develop the proposed program.**

None.

1. **Provide scheduled program review or specialized accreditation initial review date (within 10 years of program implementation).**

State mandated review will occur by 2033

1. **Is there differential tuition requested?** *If yes, please fill out the New Program/Tuition and Fees Change Form.*

No

1. **Graduate programs only: Will this program require a comprehensive exam?**

No

**Student Learning Outcomes**

Provide outcomes that students will accomplish during or at completion of this reconfigured degree. Fill out the following table to develop a continuous improvement assessment process.

*For further assistance, please see the ‘Expanded Instructions’ document available on the UCC - Forms website for guidance, or contact the Office of Assessment at 870-972-2989.*

**University Outcomes**

Please indicate the university-level student learning outcomes for which this new program will contribute. Please complete the table by adding program level outcomes (PLO) to the first column, and indicating the alignment with the university learning outcomes (ULO). If you need more information about the ULOs, go to the [University Level Outcomes Website](http://www.astate.edu/a/assessment/student-learning-outcomes/files/ULOs%20for%20Website2.pdf).

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|  | **ULO 1: Creative & Critical Thinking** | **ULO 2: Effective Communication** | **ULO 3: Civic & Social Responsibility** | **ULO 4: Globalization & Diversity** |
| **PLO 1 – Teamwork/Leadership** | **x** | **x** | **x** | **x** |
| **PLO 2 – Knowledge Application** | **x** |  | **x** | **x** |
| **PLO 3 - Ethics** |  |  | **x** | **x** |
| **PLO 4 – Oral Com** | **x** | **x** |  | **x** |
| **PLO 5 – Written Com** | **x** | **x** |  | **x** |

***Note: Best practices suggest 4-7 outcomes per program; minors would have 1 to 4 outcomes.***

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| **Outcome 1** | Teamwork/Leadership: Students will demonstrate the ability to lead and productively participate in group situations. |
| Assessment Procedure Criterion | Direct: Discussion assignments, reflective writings, peer evaluations for group projectsIndirect: Student skill self-evaluation and survey |
| Which courses are responsible for this outcome? | MGMT 6463 Leadership Development |
| Assessment Timetable | Each term in which course is offered. |
| Who is responsible for assessing and reporting on the results? | Instructor of course and NGCOB Assessment Committee |

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| **Outcome 2** | Knowledge Application: Students will be able to apply quantitative and qualitative knowledge to solve problems and make decisions.  |
| Assessment Procedure Criterion | Direct: Discussion assignments and case analysesIndirect: Student skill self-evaluation |
| Which courses are responsible for this outcome? | MGMT 6443 Management Development Strategies |
| Assessment Timetable | Each term in which course is offered. |
| Who is responsible for assessing and reporting on the results? | Instructor of course and NGCOB Assessment Committee |

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| **Outcome 3** | Ethics: Students will examine the role of business ethics when solving problems. |
| Assessment Procedure Criterion | Direct: Discussion assignments, reflective writings, article summaries directly pertaining to ethical issues and decision making.Indirect: Student skill self-evaluation |
| Which courses are responsible for this outcome? | MGMT 6793 Business Ethics and Social Responsibility |
| Assessment Timetable | Each term in which course is offered. |
| Who is responsible for assessing and reporting on the results? | Instructor of course and NGCOB Assessment Committee |

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| **Outcome 4** | Oral Communication: Students will demonstrate an ability to use oral communication effectively.  |
| Assessment Procedure Criterion | Direct: Student presentationsIndirect: Student skill self-evaluation |
| Which courses are responsible for this outcome? | MGMT 6463 Leadership Development |
| Assessment Timetable | Each term in which course is offered. |
| Who is responsible for assessing and reporting on the results? | Instructor of course and NGCOB Assessment Committee |

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| **Outcome 5** | Written Communication: Students will demonstrate the ability to communicate effectively in writing.  |
| Assessment Procedure Criterion | Direct: Discussion assignments, reflective writings, article summaries.Indirect: Student skill self-evaluation |
| Which courses are responsible for this outcome? | MGMT 6443 Management Development Strategies |
| Assessment Timetable | Each term in which course is offered. |
| Who is responsible for assessing and reporting on the results? | Instructor of course and NGCOB Assessment Committee |

*Please repeat as necessary.*

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| **Instructions**  |
| **Please visit** [**http://www.astate.edu/a/registrar/students/bulletins/index.dot**](http://www.astate.edu/a/registrar/students/bulletins/index.dot) **and select the most recent version of the bulletin. Copy and paste all bulletin pages this proposal affects below. Please include a before (with changed areas highlighted) and after of all affected sections.** **\*Please note: Courses are often listed in multiple sections of the bulletin. To ensure that all affected sections have been located, please search the bulletin (ctrl+F) for the appropriate courses before submission of this form.**  |

INSERT:

**Organizational Leadership, MS**

The Master of Science in Organizational Leadership is an online, asynchronous degree program that prepares professionals in the field for dynamic leadership roles in either the public or private sector. The program’s coursework blends knowledge from the business and strategic communication disciplines to equip professionals in the field to build and manage teams, align colleagues around a shared mission, and develop leadership and communication skills.

UNCONDITIONAL ADMISSION

An applicant for the Organizational Leadership degree program will receive unconditional admission by meeting the following criteria:

1. Submitted a completed application for admission and a nonrefundable application fee at least 30 days in advance of registration.
2. Submitted official transcripts from each previously attended college or university. Official transcripts must be submitted directly from the registrar of other institutions.
3. Earned a baccalaureate degree from an accredited institution or its equivalent with a minimum cumulative undergraduate grade point average of 2.75 on a 4.00 scale; OR a 3.00 GPA on the last 60 hours of coursework (undergraduate, graduate, or combination thereof).
4. Earned a graduate or post-baccalaureate professional degree from a regionally-accredited (U.S.) institution.

CONDITIONAL ADMISSION

Applicants that do not meet the cumulative or last 60 hours GPA criterion may receive conditional admission. Consideration for conditional admission is given to applicants that:

1. Earned a minimum cumulative undergraduate grade point average of 2.50 on a 4.00 scale; OR a 2.75 GPA on the last 60 hours of coursework (undergraduate, graduate, or combination thereof); OR submitted a statement of purpose that will be evaluated by the director of graduate programs and the graduate programs admissions committee.

The following course restrictions will pertain to conditionally admitted applicants:

* Conditionally admitted students in the Organizational Leadership program can take no more than 3 graduate credit hours during each seven-week term.
* Conditionally admitted students will be moved to unconditional admission status upon completion of 6 hours with a grade of “B” or better in each course. While conditionally admitted, a grade of “C” or lower in any graduate-level course will result in suspension from the graduate program.

UNIVERSITY REQUIREMENTS:

See Graduate Degree Policies for additional information

PROGRAM REQUIREMENTS:

COMS 6103 - Communication Theory Sem. Hrs: 3

MGMT 6143 - Organization Theory Sem. Hrs: 3

MGMT 6403 - Seminar in Organizational Behavior Sem. Hrs: 3

MGMT 6443 - Management Development Strategies Sem. Hrs: 3

MGMT 6463 - Leadership Development Sem. Hrs: 3

MGMT 6793 - Business Ethics and Social Responsibility Sem. Hrs: 3

STCM 5603 - Crisis Communication Sem. Hrs: 3

Electives (from courses with MBA, MGMT, or MKTG prefixes) Sem. Hrs: 9

TOTAL REQUIRED HOURS: 30