

ORGANIZATIONAL LEADERSHIP - PSYCHOLOGY OPTION, BACHELOR OF ARTS

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The Bachelor of Arts in Organizational Leadership (BAOL) provides students with comprehensive, specialized instruction in the application of leadership skills highly sought after by employers across a variety of career paths and settings. Students can customize the BAOL through a selection of undergraduate certificates in nonprofit leadership, professional leadership, project management, training and development, and workplace supervision, as well as through several concentration areas.

The BAOL – Psychology concentration combines leadership principles with specialized knowledge in psychology and is designed for individuals interested in consumer psychology, industrial psychology, lifespan development, and additional concepts/theories in psychology.

This program is 100% online.

Learning Goals

- Leadership - Theory, Context, and Application
- Leadership - Lifelong Learning and Development of Self, Others, and Organizations
- Leadership – Organizational Culture, Equity, Inclusion, and Social Responsibility
- Leadership - Leading People, Organizations, and Communities

Vision

To offer innovative, workforce-relevant credentials that prepare individuals to lead effective organizations in a dynamic world.

Mission

The Organizational Studies program believes education is the gateway to professional and personal goal fulfillment. We provide accessible, flexible, and high-quality learning opportunities in an engaging, supportive environment. We empower individuals with the knowledge and skills necessary to face complex organizational challenges, develop leadership capacity in self and others, and drive meaningful change in organizations and communities. Through innovative, experiential learning experiences, we support lifelong learning and career advancement for individuals from diverse personal and professional backgrounds.

Curriculum

Course	Title	Hours	Completed
Freshman			
Fall			
ENGL 1013	Composition I	3	_____
PSY 2003	General Psychology	3	_____
SCIL 1XXX	Science with Laboratory ¹	4	_____
TECH 1001	Orientation to the University	1	_____
Electives ²		6	
	Hours	17	
Spring			
ENGL 1023	Composition II	3	_____
MATH XXXX	Mathematics ¹	3	_____
PSY 2023	Consumer Psychology	3	_____
SCIL 1XXX	Science with Laboratory ¹	4	_____
Elective		3	
	Hours	16	
Sophomore			
Fall			
CM 1XXX	Communication ¹	3	_____
FAH 1XXX	Fine Arts and Humanities Courses ¹	3	_____

Elective ²		9	
	Hours	15	
Spring			
FAH 1XXX	Fine Arts and Humanities Courses ¹	3	_____
LEAD 1003 or LEAD 3003	Introduction to Leadership or Leading Teams	3	_____
PSY 3813	Lifespan Development	3	_____
SS 1XXX	Social Science Courses	3	_____
USHG 1XXX	U.S. History and Government ¹	3	_____
	Hours	15	
Junior			
Fall			
OL 3133	Principles of Personnel Management	3	_____
PSY 3093	Industrial and Organizational Psychology	3	_____
Approved PSY/SOC upper-division Electives (3000-4000)		3	
Elective ²		6	
	Hours	15	
Spring			
OL 3023	Professional Communications	3	_____
Organizational Leadership Elective ⁴		9	
	Hours	12	
Senior			
Fall			
OL 4443	Professional Leadership ⁵	3	_____
OL 4543	Workplace Supervision ⁵	3	_____
OL 4643	Organizational Culture ⁵	3	_____
Organizational Leadership Elective ^{4,5}		6	
	Hours	15	
Spring			
OL 4043 or LEAD 2003	Ethical Decision-Making and Development ⁵ or Ethics in Leadership	3	_____
OL 4963	Organizational Leadership Capstone ³	3	_____
Approved PSY upper-division Electives (3000-4000)		3	
Organizational Leadership Elective ^{4,5}		3	
Elective ^{2,5}		3	
	Hours	15	
	Total Hours	120	

¹ See appropriate alternatives or substitutions in "General Education Requirements (<https://catalog.atu.edu/undergraduate/general-education-requirements/>)".

² At least 40 of the total hours required for graduation must be 3000 - 4000 level courses.

³ Must earn a 'C' or better.

⁴ 18 credit hours of Organizational Leadership electives are required from the following: BAS 4253 Quality Control, BAS 4353 Project Management, BAS 4363 Project Risk Analysis and Mitigation, BAS 4373 Leading Agile Projects, BAS 4453 Root Cause Analysis, BAS 4553 Occupational Safety, LEAD 4003 Leadership Internship/Capstone Seminar, LEAD 4103 Special Problems in Leadership, OL 3233 Volunteer Leadership and Development, OL 4053 Philanthropy and Fundraising, OL 4143 Nonprofit Organizations, OL 4243 Adult Learning in Organizations, OL 4343 Community Development, OL 4743 Organizational Change, OL 4843 Training and Organizational Development, and/or OL 4993 Special Problems in Organizational Leadership.

⁵ This program partners the Organizational Leadership undergraduate degree with the Master of Arts (MA) Organizational Leadership and Learning degree. A maximum of twelve (12) graduate level credit hours can be counted towards both the Bachelor of Arts degree in Organizational

Leadership and the MA Organizational Leadership and Learning degree. Students can choose from any 5000-6000 level OL course offered in the MA Organizational Leadership and Learning degree, with the exception of OL 6093 Organizational Development and Learning Capstone.

Learning Outcomes

- Leadership - Theory, Context, and Application - students will describe, analyze, evaluate, and apply leadership theories in various and diverse contexts; students will demonstrate basic competencies in leadership and supervision, including skills in oral and written communication, ethical problem solving, research, and evidence-based decision-making; students will apply HROD concepts to selection and hiring.
- Leadership - Lifelong Learning and Development of Self, Others, and Organizations - students will articulate a plan for lifelong learning for self-awareness, leadership, and ethical development; students will apply concepts and theories of adult learning, organizational development, and change management to assess, evaluate, and develop individuals in hiring, training, and retaining effective employees and apply models for diagnosing, implementing, and assessing organizational change.
- Leadership - Organizational Culture, Equity, Inclusion, and Social Responsibility - students will define organizational culture, articulate a vision of social responsibility, and demonstrate the ability to act on this vision for the betterment of local, state, national, and global communities through collaboration and ethical leadership; students will evaluate personal power and positionality, demonstrate openness to diverse perspectives, and model effective intercultural communication skills; students will examine dynamics of power and privilege, and evaluate points of view in solving complex interpersonal and organizational problems.
- Leadership - Leading People, Organizations, and Communities - students will explain the importance of motivation, empowerment, persuasion, and ethics in leadership; students will demonstrate the ability to effectively function in multiple roles as part of a team and community; students will apply concepts of community development; students will analyze and evaluate their role of leadership in nonprofit organizations and community building.

For program assessment visit: https://www.atu.edu/assessment/program_assessment.php