

BACKGROUND AND REQUEST

CLEVELAND STATE UNIVERSITY Bachelor of Arts in Organizational Leadership

EXECUTIVE SUMMARY/REQUEST

This program clearly meets Regents' standards for baccalaureate degrees. No concerns were identified in the review.

Request and Program Purpose: Cleveland State University requests approval for a Bachelor of Arts in Organizational Leadership. The proposed BA is a multidisciplinary program of study for students interested in leadership theory and practice in complex organizations. Upon completion of the program students will have acquired a solid foundation for leadership positions in business and for advanced degree study in business, management and labor relations, human resources, communication, public administration or law.

The proposed program builds on a solid liberal arts core with an orientation toward professional practice in urban organizations of various types (public, private and non-profit). Competencies developed by the program include organizational development, communication, human resources management, data and policy analysis, budget development and conflict resolution.

Developed as a joint venture between the Levin College of Public Affairs, the Nance College of Business, and the School of Communication in the College of Liberal Arts and Social Sciences; the degree program is open to all students, and specifically focuses on the needs of adult learners, particularly those with an applied associate's degree from a regionally accredited college or university, with a specific focus on the Associate of Applied Business and the Associate of Applied Science degrees. The proposed Bachelor of Arts in Organizational Leadership will be housed in the Levin College of Urban Affairs.

Enrollments and Availability of Programs: Cleveland State University anticipates an initial enrollment of 25 students (full-time and part-time) with growth to 50 students per year. The program is designed to respond to the need for baccalaureate degree completion for students who have completed associate degrees at the regions community colleges and is specifically, although not exclusively, targeted for students at Cuyahoga Community College, Lakeland Community College and Lorain County Community College. No other public institutions in the area offer a similar degree. Baldwin-Wallace College (a private, non-profit institution) offers an accelerated Bachelor of Arts in Organizational Leadership over a three-year time period.

Curriculum: The curriculum developed for this proposed program is multi-disciplinary and draws upon existing courses and faculty from the three participating academic colleges. Requirements, in addition to the general education requirements of the university, include completion of an

interdisciplinary core (22 credit hours) of courses in group processes and leadership, managing organizational teams, organizational behavior, human resources management, urban diversity and data analysis. Students will also need to complete 16 to 17 credit hours in one of three tracks: communication, management, or urban studies. A total of 128 semester hours, including electives identified by the student's department of choice, will complete the total number of hours required for the proposed program. Student outcomes are assessed in areas of critical thinking, verbal presentation and written communication skills through a capstone course in the program.

Resource/Faculty Needs: Cleveland State University has sufficient and qualified faculty from the participating departments to support the needs of the proposed Organization Leadership program. Existing facilities and technology are sufficient to support the proposed program.