

MASTER OF SCIENCE IN LEADERSHIP AND ORGANIZATIONAL DEVELOPMENT

Leadership is a key quality that today's employers seek in their employees.

The Lakeland University master of science in Leadership and Organizational Development degree courses are tailored to fit the schedules of both working professionals as well as traditional students, so students can complete their degree at a pace that fits their careers and personal schedules.

The Master of Science (M.S.) in Leadership and Organizational Development graduate program designed to equip students with the essential skills for successful careers in leadership and management positions.

This graduate program focuses on providing relevant knowledge for employability, advancing professionally and enhancing career opportunities for returning adult students seeking employment, employment change, career progression and personal development.

This program is ideal for non-profit, law enforcement, human resources and any other professionals who want to hone their leadership skills. This program focuses on leadership skills and organizational development practices in the workplace; whereas the more traditional MBA focuses on accounting, finance, statistics and economics. Students can however, be able to take elective courses in those areas or pursue a concentration area if they choose.



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ADMISSION REQUIREMENTS

- **A completed Application for Admission and a non-refundable \$50.00 application fee.**
- **All official transcripts from undergraduate coursework** including an official transcript from a regionally accredited institution of higher education indicating completion of a baccalaureate degree with a minimum cumulative grade point-average (GPA) of 2.75 on a 4.00 point scale.
- **Military transcripts**, if applicable.
- **Two letters of recommendation** indicating the applicant's potential for success in the graduate program. M.A. in Counseling applicants must use the program-specific form.
- **Typically a cumulative GPA of at least 2.75 or a minimum score of 500 on the Graduate Management Admission Test (GMAT)** is required for admission. However, admissions decisions are made with consideration of the candidate's application in its entirety.
- **A written statement of purpose** is required, indicating how an M.S. in Leadership and Organizational Development educational experience would help the applicant meet professional goals and what leadership or managerial skills the applicant would bring to this program. The statement should be limited to 250 words.
- **A current resume** must also be submitted.

Note: International students are required to follow additional steps. See admission advisor for more information.

CONDITIONAL ADMISSION POLICY

An applicant may apply for conditional admission to the Master of Science in Leadership and Organizational Development program. To be considered for conditional admission by the program director, applicants typically have a cumulative undergraduate GPA of at least a 2.5 and meet all of the following criteria:

- **A Statement of Purpose** that reflects educational or career experiences that would help the applicant achieve academic success in the program.
- **Submission of three (3) letters of recommendations** from supervisors or instructors that provide support and evidence of the student's ability to achieve success at the graduate level.
- **Evidence of at least one of the following:**
 - The student's GPA is at least a 3.0 during the last two years of the baccalaureate program (calculated on a minimum of 48 semester hours)
 - Completion of six or more semester hours of program-approved post-baccalaureate courses. These courses must be at the advanced undergraduate or graduate level, taken within the last five years with a grade of B or better.
 - A score of at least 450 on the Graduate Management Admissions Test (GMAT)
 - Completion of the MBA-level foundation courses (BA 600 and BA 610) with a grade of B or better.
- The applicant's conditional status will be reviewed once he/she completes six (6) semester hours of graduate coursework. An applicant in conditional status who achieves a cumulative GPA of 3.00 or higher may be granted full admission.

REQUIRED COURSEWORK

30 SEMESTER HOURS

- BA 730 Organizational Effectiveness**
- BA 770 Legal and Regulatory Environments of Business**
- BA 790 Corporate Strategy and Decision Making**
- LO 700 Leadership: Theories and Perspectives**
- LO 710 Leadership Seminar: Systems Theory, Adaptive and Servant Leadership**
- LO 720 Organizational Change and Development**
- LO 790 Leadership and Organizational Development Capstone**

Complete one concentration areas OR

Complete nine (9) semester hours of any Business Administration (BA) or Leadership & Organizational Development (LO) courses offered.***



For more information, visit

Lakeland.edu/Adult

CONCENTRATIONS

Accounting

Nine (9) add'l semester hours from the following:

- BA 771 - Advanced Industrial Accounting I
- BA 772 - Advanced Industrial Accounting II
- BA 785 - Special Topics and Issues
- BA 789 - Corporate Financial Management
- BA 796 - Advanced Public Accounting I
- BA 797 - Advanced Public Accounting II
- BA 798 - Advanced Public Accounting III

Finance

Nine (9) add'l semester hours from the following:

- BA 735 - International Trade and Finance
- BA 765 - Financial Decision Making
- BA 786 - Cash Management and Investments
- BA 787 - Capital Budgeting and Risk Analysis
- BA 788 - Mergers and Acquisitions
- BA 789 - Corporate Financial Management

Healthcare Management

- BA 701 - Leadership for Healthcare Professionals
- BA 702 - Healthcare Management I
- BA 703 - Healthcare Management II

Hospitality Management

Nine (9) semester hours of BA 774 - Cooperative Education Experience-Graduate (3-6 semester hours).

Students must enroll in BA 774 in their first semester in the Master's program (M.B.A. or M.S. in Leadership and Organizational Development) in order to pursue this concentration.

Human Resource Management

The Society for Human Resource Management (SHRM) has acknowledged that the Master of Business Administration or Master of Science in Leadership and Organizational Development with a concentration in Human Resource Management fully aligns with SHRM's HR Curriculum Guidebook and Templates. Throughout the world, 401 programs in 299 educational institutions have been acknowledged by SHRM as being in alignment with its suggested guides and templates. The HR Curriculum Guidebook and Templates were developed by SHRM to define the minimum HR content areas that should be studied by HR students at the undergraduate and graduate levels. The guidelines – created in 2006 and revalidated in 2010 and 2013 – are part of SHRM's Academic Initiative to define HR education standards taught in university business schools and help universities develop degree programs that follow these standards.

- BA 775 - Human Resources Management
- BA 776 - Human Resources Strategy and Planning
- BA 784 - Talent Development and Performance Management

Nonprofit Leadership

- LO 532 - Strategic Planning for Nonprofit Organizations
- LO 730 - Foundations of Nonprofit Leadership
- LO 731 - Role of Nonprofit Organizations in Public Policy

Project Management

- BA 781 - Fundamentals of Project Management
- BA 782 - Managing the Project Team
- BA 794 - Project Risk Management

Sport Leadership

- LO 740 - Contemporary Issues in Sport
- LO 741 - Ethical Leadership in Sport
- LO 742 - Foundations of Sport Leadership

Student Designed Concentration

Students may propose a nine (9) semester hour concentration in an area of professional interest. Students may fulfill the concentration requirement by completing current M.B.A. or M.S. in Leadership and Organizational Development program elective course(s) and any prerequisites, BA 795 - Special Studies Project course to pursue subjects or projects of interest Lakeland University may not offer, or a combination of the two. This concentration plan must be approved in advance by the Director of Graduate Business Programs.

Supply Chain Management

- BA 735 - International Trade and Finance
- BA 761 - Supply Chain Operations and Management
- BA 762 - Supply Chain Procurement

Courses listed are 3 semester hours unless stated.

****Note: Students completing a specific concentration must meet prerequisite course requirements.*

A course used to satisfy the requirements of one concentration may not be applied to the requirements of another concentration.

Students completing Accounting, Finance and Supply Management concentrations are not financial aid eligible for prerequisite coursework that is outside the Master of Science in Leadership and Organizational Development degree program requirements.

If a student wishes to pursue Accounting, Finance and Supply Management concentrations and does not meet the prerequisite requirements, the student may complete the prerequisite coursework at their own expense. Prerequisite coursework may not count toward degree requirements in the concentration.

ENROLLMENT PRIOR TO ADMISSION

A student may be accepted and enroll as non-degree seeking student to complete one graduate course (3 semester hours of coursework) prior to seeking admission to a Lakeland graduate program.

Registration in subsequent courses is contingent upon acceptance to the respective graduate program, whether through normal admission processes or in accordance with the exceptions to this policy identified in the admission requirements outlined for each graduate program offered.

Approval from the Graduate Program Director or his/her delegate is required if non-degree-seeking students wish to exceed this limit in order to meet external requirements for certification. Students should submit requests to the Graduate Program Director and specify the plan for completing the certification requirements outside of a degree program.

An official transcript indicating a completed bachelor's degree is required for admission under all these circumstances.



For more information, visit

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Central Wisconsin Center

715-422-5418
centralwi@lakeland.edu

Chippewa Valley Center

715-723-2720
chippewavalley@lakeland.edu

Fox Cities Center

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Green Bay Center

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Madison Center

608-244-2725
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Milwaukee Center

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Sheboygan Center

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