

# LEADERSHIP AND MANAGEMENT (MS)

Total Program: 33 semester hours  
Program Length: 16 - 24 Months

**Program Director:** Teresa Martinelli

This program emphasizes the human dimensions of management. It is applicable where skills in change management, leadership, and group dynamics are demanded for professional effectiveness. The core classes develop an essential managerial knowledge base; students then customize the balance of the coursework with either electives from one focused concentration or a more generalized program of study, selecting electives from any of the three concentrations. The capstone course, built upon two required research courses, results in the research, writing, and presentation of an applied research project. The M.S. in Leadership and Management (MSLM) program is a networked and mutually supportive community of learners.

The foundation course (MGMT 500 Management: Theory and Practice) provides prerequisite knowledge and tools needed for those with insufficient background. Assessment of need is based on a review of undergraduate coursework. If needed, MGMT 500 Management: Theory and Practice should be among the first courses completed. Students who earned an undergraduate degree in a management field within the past seven years could be exempt from taking MGMT 500 Management: Theory and Practice.

## Foundation Course

3 semester hours

| Code                        | Title                           | Semester Hours |
|-----------------------------|---------------------------------|----------------|
| MGMT 500                    | Management: Theory and Practice | 3              |
| <b>Total Semester Hours</b> |                                 | <b>3</b>       |

## Core Requirements

15 semester hours

| Code                        | Title   | Semester Hours |
|-----------------------------|---|----------------|
| MGMT 520                    | Leadership: Theory and Practice               | 3              |
| MGMT 521                    | Ethics and Decision-Making                    | 3              |
| MGMT 522                    | Human Resource Management                     | 3              |
| MGMT 523                    | Organizational Theory and Development         | 3              |
| MGMT 569                    | Conflict Management and Organizational Change | 3              |
| <b>Total Semester Hours</b> |   | <b>15</b>      |

## Research and Culminating Activity

6 semester hours

| Code                        | Title                     | Semester Hours |
|-----------------------------|---------------------------|----------------|
| MGMT 586                    | Organizational Research I | 3              |
| MGMT 596                    | Graduate Seminar          | 3              |
| <b>Total Semester Hours</b> |                           | <b>6</b>       |

## Electives or Concentrations

12 semester hours

Each student can select a set of courses that addresses his or her career needs. Courses can be selected from any 500-level MGMT course (other than foundation courses), or specific concentrations can be pursued. Concentrations require a minimum of four courses (12 semester units). Units do not double count in the Core and the Concentration.

### Human Resource Management Concentration

| Code  | Title                                  | Semester Hours |
|---|--|----------------|
| MGMT 522                                    | Human Resource Management              | 3              |
| Select a minimum of three of the following: |  | 9              |
| MGMT 525                                    | Management of Diversity                |                |
| MGMT 526                                    | Training and Development               |                |
| MGMT 529                                    | Seminar in Human Resource Management   |                |
| MGMT 554                                    | Negotiations and Collective Bargaining |                |
| <b>Total Semester Hours</b>                 |  | <b>12</b>      |

### Nonprofit Management Concentration

| Code  | Title  | Semester Hours |
|---|--|----------------|
| MGMT 520                                    | Leadership: Theory and Practice              | 3              |
| Select a minimum of three of the following: |  | 9              |
| MGMT 530                                    | Managing Nonprofits                          |                |
| MGMT 531                                    | Marketing for Nonprofits                     |                |
| MGMT 532                                    | Effective Fundraising                        |                |
| MGMT 533                                    | Accounting & Compliance for Nonprofits       |                |
| MGMT 534                                    | Grant Writing for Public and Private Funding |                |
| <b>Total Semester Hours</b>                 |  | <b>12</b>      |

### Organizational Development Concentration

| Code  | Title                                      | Semester Hours |
|---|--|----------------|
| MGMT 523                                    | Organizational Theory and Development      | 3              |
| Select a minimum of three of the following: |  | 9              |
| MGMT 525                                    | Management of Diversity                    |                |
| MGMT 556                                    | Building Partnerships; Creating Coalitions |                |
| MGMT 559                                    | Seminar in Organizational Development      |                |
| MGMT 582                                    | Managing Groups and Teams                  |                |
| <b>Total Semester Hours</b>                 |  | <b>12</b>      |

**Note:** Units do not double count in the Core and the Concentration.

## Master of Science, Leadership and Management 4+1 Program for BS Organizational Management Students

The 4+1 Master of Science in Leadership & Management (MSLM) program will help undergraduate students prepare to be effective future leaders for all types of organizations. The program provides students

with the experience to apply theory to real-world applications. Graduates leave with both the ability to apply organizational leadership theory and the problem-solving skills needed to manage an organization. During the student's senior year in the undergraduate BS Organizational Management (BSOM) program, students will begin taking graduate MSLM courses, which will count toward both degrees, thereby, providing an accelerated path to completion.

### **Minimum Requirements to Apply to Participate in the 4+1 MSLM program**

- Must be a current undergraduate BSOM student.
- Student must retain a 2.75 GPA overall and in the major in their senior year.
- Student must maintain a 3.0 GPA in MSLM courses.
- A maximum of 12 units of MSLM courses can be taken in the senior year.
- MSLM course options during the senior year may include: MGMT 521 Ethics and Decision-Making, MGMT 522 Human Resource Management, MGMT 523 Organizational Theory and Development, MGMT 526 Training and Development, MGMT 569 Conflict Management and Organizational Change.
- Once accepted to the MSLM program, it is expected students will register to attend both the Fall and Spring term of their senior year.
- No undergraduate courses may be used to satisfy MSLM graduate level courses.
- Students may take remaining GE and major requirements concurrently during their senior year.
- MSLM courses are 8-week sessions held in the Fall and Spring terms.

### **How to Prepare to Meet Eligibility Requirements**

- Meet with your Academic Advisor as early as the first semester of the freshmen year to review both undergraduate BSOM curriculum and 4+1 MSLM program requirements.
- Students interested in this program need to work closely with their Academic Advisor to develop a specific educational plan and must meet with their Academic Advisor each semester.