

# 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 MS 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 & Design	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	

**Total Semester Hours** 12

### 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	

**Total Semester Hours** 12

### Organizational Development Concentration

Code	Title	Semester Hours
MGMT 523	Organizational Theory & Design	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	

**Total Semester Hours** 12

**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: MSLM 421 Ethics and Decision-Making, MSLM 422 Human Resource Management, MSLM 423 Organizational Theory & Design, MSLM 426 Training and Development, MSLM 469 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.