

ORGANIZATIONAL LEADERSHIP, B.S.

Begin Campus: Any Penn State Campus

End Campus: Berks, World Campus

Program Description

The degree draws on many of the disciplines of the liberal arts, as well as business and science, to illuminate the issues that all leaders face regarding work and employment issues in the 21st Century, as well as in other aspects of organizational life more generally. Students select courses in crime, law, and justice, economics, political science, sociology, labor and employment relations, communication arts and sciences, statistics, management, and psychology. The goal is to provide a broad education that introduces methods of analysis used in the disciplines of the liberal arts and prepares students to understand the complex social, cultural, and organizational issues that they will confront in leadership positions in the modern world.

What is Organizational Leadership?

A rapidly growing global environment creates demand for professionals who are schooled in leadership. Employers prefer individuals who exhibit strengths in problem solving, teamwork, critical thinking, decision-making, listening, and conflict management. Courses in psychology, sociology, communication, philosophy, management, and labor and employment relations can prepare you for a change in career or help you to advance into leadership positions. The Bachelor of Arts in Organizational Leadership includes a curriculum immersed in the social sciences, humanities, and language, in addition to prescribed organizational leadership courses. It can help you explore the role of leadership from a relationship-based perspective.

You Might Like This Program If...

You are interested in an online program that offers convenience to study around your schedule with world-class faculty, to expand your employment opportunities or obtain a degree for professional advancement. An education in organizational leadership can provide you with a broad perspective to prepare for today's complex social, cultural, and professional issues that you are likely to encounter in positions of leadership. The unique student OLEAD club offers professional development opportunities and community building.

Direct Admission to the Major

Incoming first-year students who meet the program admission requirements are admitted directly into the major. Admission restrictions may apply for change-of-major and/or change-of-campus students.

For more information about the admission process for this major, please send a request to the college, campus, or program contact (listed in the Contact tab).

Degree Requirements

For the Bachelor of Science degree in Organizational Leadership, a minimum of 123 credits is required:

Requirement	Credits
General Education	45
Electives	16-18
Requirements for the Major	64-66

4 of the 45 credits for General Education are included in the Requirements for the Major. This includes 4 credits of General Education GQ courses.

General Education

Connecting career and curiosity, the General Education curriculum provides the opportunity for students to acquire transferable skills necessary to be successful in the future and to thrive while living in interconnected contexts. General Education aids students in developing intellectual curiosity, a strengthened ability to think, and a deeper sense of aesthetic appreciation. These are requirements for all baccalaureate students and are often partially incorporated into the requirements of a program. For additional information, see the General Education Requirements (<http://bulletins.psu.edu/undergraduate/general-education/baccalaureate-degree-general-education-program>) section of the Bulletin and consult your academic adviser.

The keystone symbol appears next to the title of any course that is designated as a General Education course. Program requirements may also satisfy General Education requirements and vary for each program.

Foundations (grade of C or better is required.)

- **Quantification (GQ):** 6 credits
- **Writing and Speaking (GWS):** 9 credits

Knowledge Domains

- **Arts (GA):** 6 credits
- **Health and Wellness (GHW):** 3 credits
- **Humanities (GH):** 6 credits
- **Social and Behavioral Sciences (GS):** 6 credits
- **Natural Sciences (GN):** 9 credits

Integrative Studies (may also complete a Knowledge Domain requirement)

- **Inter-Domain or Approved Linked Courses:** 6 credits

University Degree Requirements

First Year Engagement

All students enrolled in a college or the Division of Undergraduate Studies at University Park, and the World Campus are required to take 1 to 3 credits of the First-Year Seminar, as specified by their college First-Year Engagement Plan.

Other Penn State colleges and campuses may require the First-Year Seminar; colleges and campuses that do not require a First-Year Seminar provide students with a first-year engagement experience.

First-year baccalaureate students entering Penn State should consult their academic adviser for these requirements.

Cultures Requirement

6 credits are required and may satisfy other requirements

- **United States Cultures:** 3 credits
- **International Cultures:** 3 credits

Writing Across the Curriculum

3 credits required from the college of graduation and likely prescribed as part of major requirements.

Total Minimum Credits

A minimum of 120 degree credits must be earned for a baccalaureate degree. The requirements for some programs may exceed 120 credits. Students should consult with their college or department adviser for information on specific credit requirements.

Quality of Work

Candidates must complete the degree requirements for their major and earn at least a 2.00 grade-point average for all courses completed within their degree program.

Limitations on Source and Time for Credit Acquisition

The college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. Credit used toward degree programs may need to be earned from a particular source or within time constraints (see Senate Policy 83-80 (<http://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#83-80>)). For more information, check the Suggested Academic Plan for your intended program.

Requirements for the Major

A grade of C or better is required for all courses in the major. To graduate, a student enrolled in the major must earn at least a C grade in each course designated by the major as a C-required course, as specified by Senate Policy 82-44 (<http://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#82-44>).

Code	Title	Credits
Prescribed Courses		
<i>Prescribed Courses: Require a grade of C or better</i>		
CAS 352	Organizational Communication	3
ECON 102	Introductory Microeconomic Analysis and Policy	3
ECON 104	Introductory Macroeconomic Analysis and Policy	3
OLEAD 100	Introduction to Leadership	3
OLEAD 409	Leadership Development: A Life-Long Learning Perspective	3
OLEAD 464	Communication Skills for Leaders in Groups and Organizations	3
OLEAD 465	Collective Decision Making	3
PHIL 10	Critical Thinking	3
PSYCH 100	Introductory Psychology	3
PSYCH 281	Introduction to Industrial-Organizational Psychology	3
STAT 200	Elementary Statistics	4
Additional Courses		
<i>Additional Courses: Require a grade of C or better</i>		
Select one course from each area:		12-13
1. Conflict Management		
CAS 404	Conflict Resolution and Negotiation	
	or LER 437 Workplace Dispute Resolution	
2. Research Methods		
LER 312	Employment Relations to Research Methods in Labor and Employment Relations	

or SOC 207 Research Methods in Sociology

3. Motivation

MGMT 321 Leadership and Motivation
or PSYCH 48 Work Attitudes and Motivation

4. Ethics

LER 460 Ethics in the Workplace
or PHIL 119 Ethical Leadership

Supporting Courses and Related Areas

Supporting Courses and Related Areas: Require a grade of C or better

Select 18-19 credits (at least 15 credits at the 400-level) of the following:¹ 18-19

CAS 404	Conflict Resolution and Negotiation
CAS 452	Organizational Communication Theory and Research
CAS 475	Studies in Public Address
CRIM 100	Introduction to Criminal Justice
CRIM 113	Introduction to Law
CRIM 482	Seminar, Criminal Justice Agency Administration
LER 100	Introduction to Labor and Human Resources
LER 136	Race, Gender, and Employment
LER 201	Employment Relationship: Law and Policy
LER 312	Employment Relations to Research Methods in Labor and Employment Relations
LER 400	Comparative Employment Relations Systems
LER 434	Advanced Collective Bargaining and Contract Administration
LER 435	Labor Relations in the Public Sector
LER 437	Workplace Dispute Resolution
LER 458Y	History of Work in America
LER 460	Ethics in the Workplace
MGMT 321	Leadership and Motivation
PHIL 103	Ethics
PHIL 119	Ethical Leadership
PLSC 1	American Politics: Principles, Processes and Powers
PLSC 490	Policy Making and Evaluation
PSYCH 484	Work Attitudes and Motivation
PSYCH 485	Leadership in Work Settings
SOC 207	Research Methods in Sociology
SOC 404	Social Influence and Small Groups
SOC 455	Work and Occupations
SOC 456	Gender, Occupations, and Professions

¹ Courses that are used in the Additional Courses category may not be double-counted to satisfy this requirement.

Student Outcomes

Upon successful completion of the B.S. degree in Organizational Leadership, students should be better able to:

1. Understand the roles and the major functions of leadership in contemporary organizations;
2. Articulate the theoretical and empirical foundations for different approaches to the exercise of leadership;

3. Detect, accurately frame, and select appropriate strategies for overcoming obstacles to effective organizational performance that leaders face;
4. Exhibit intellectual and behavioral competencies useful in the successful execution of critical organizational tasks and the management of relationships;
5. Recognize the internal structures of organizations and their impact on members' performance;
6. Appreciate the social processes operative in the exercise of influence, as well as how to improve them;
7. Draw on their knowledge of leadership in transitioning from lower-level to higher-level positions of responsibility and authority in organizations;
8. Bring a global perspective to the exercise of leadership; and
9. Grasp the importance of enacting leadership responsibly and in an ethically defensible manner.

Academic Advising

The objectives of the university's academic advising program are to help advisees identify and achieve their academic goals, to promote their intellectual discovery, and to encourage students to take advantage of both in-and out-of class educational opportunities in order that they become self-directed learners and decision makers.

Both advisers and advisees share responsibility for making the advising relationship succeed. By encouraging their advisees to become engaged in their education, to meet their educational goals, and to develop the habit of learning, advisers assume a significant educational role. The advisee's unit of enrollment will provide each advisee with a primary academic adviser, the information needed to plan the chosen program of study, and referrals to other specialized resources.

READ SENATE POLICY 32-00: ADVISING POLICY (<http://senate.psu.edu/policies-and-rules-for-undergraduate-students/32-00-advising-policy>)

University Park

Liberal Arts Academic Advising

814-865-2545

<http://starfish.psu.edu>

<http://www.la.psu.edu/current-students/undergraduate-students/education/majors-and-minors>

Berks

Weaver Santaniello

Program Coordinator, Professor

Franco 106

Reading, PA 19610

610-396-6142

wms10@psu.edu

World Campus

Undergraduate Academic Advising

301 Outreach Building

University Park, PA 16802

814-863-3283

advising@outreach.psu.edu

Career Paths

A Bachelor of Science in Organizational Leadership can prepare you to work in a range of relationship-focused careers in which you can

showcase your ability to manage and nurture business and professional relationships through evidenced-based decisions, motivational strategies, conflict management, ethical decision making, and other forms of interpersonal and social influence. The degree will benefit any career in which leadership skills are necessary for the advancement of the overall business climate through interpersonal interactions.

Careers

The degree is perfect for collaborative work environments in manufacturing, service industries, government, communications, charitable and nonprofit organizations, and multinational organizations. Graduates of Penn State's School of Labor and Employment Relations, of which the OLEAD program is a part, have found employment in such companies as Google, Earnst and Young, GE, Amazon, Lockheed Martin, Samsung Electronics, PriceWaterHouseCoopers Consulting, government agencies such as the U. S. Department of Labor, and in labor unions such as the AFL-CIO, American Federation of Teachers, and the Service Employees International Union.

MORE INFORMATION ABOUT POTENTIAL CAREER OPTIONS FOR GRADUATES OF THE ORGANIZATIONAL LEADERSHIP PROGRAM (<http://lser.la.psu.edu/careers/where-our-grads-get-jobs>)

Opportunities for Graduate Studies

Penn State World Campus offers a Master of Professional Studies in Human Resources and Employment Relations (HRER) in which the curriculum balances advanced theory with practical knowledge. After receiving strong fundamental knowledge, the program focuses on the complex personal, legal and organizational issues inherent in the relationship between employers, employees, unions, and government. As in the undergraduate OLEAD program, students in the M.P.S. in HRER program have the opportunity to study with highly regarded faculty from Penn State's College of the Liberal Arts, one of the premier institutions in the world to study and work in the liberal arts disciplines.

MORE INFORMATION ABOUT OPPORTUNITIES FOR GRADUATE STUDIES (<https://www.worldcampus.psu.edu/degrees-and-certificates>)

Professional Resources

- Society for Human Resource Management (<https://www.shrm.org/pages/default.aspx>)
- Penn State World Campus (<https://www.worldcampus.psu.edu/degrees-and-certificates/organizational-leadership-bachelors/overview>)
- The LABOR School at Penn State (<http://lser.la.psu.edu/ler-outreach-programs>)
- Academy of Human Capital Development (<http://lser.la.psu.edu/ler-outreach-programs>)
- International Brotherhood of Teamsters (<https://teamster.org/international-brotherhood-teamsters>)
- American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) (<https://aflcio.org>)

Contact

University Park

SCHOOL OF LABOR AND EMPLOYMENT RELATIONS

506 Keller Building

University Park, PA 16802

814-865-5425

lerpsu@psu.edu

<http://lser.la.psu.edu/>

Berks

DIVISION OF HUMANITIES, ARTS AND SOCIAL SCIENCES

Franco Building

Reading, PA 19610

610-396-6142

wms10@psu.edu

<http://berks.psu.edu/organizationalleadership>

World Campus

SCHOOL OF LABOR AND EMPLOYMENT RELATIONS

506 Keller Building

University Park, PA 16802

814-865-5425

pxm205@psu.edu

<https://www.worldcampus.psu.edu/degrees-and-certificates/organizational-leadership-bachelors/overview>