ORGANIZATIONAL LEADERSHIP, B.S.

Begin Campus: Any Penn State Campus
End Campus: Berks, University Park, 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 Science 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...
If you wish to study 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.

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 120 credits is required:

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Education</td>
<td>45</td>
</tr>
<tr>
<td>Electives</td>
<td>20-21</td>
</tr>
<tr>
<td>Requirements for the Major</td>
<td>58-59</td>
</tr>
</tbody>
</table>

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

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 (https://senate.psu.edu/students/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/).

Additional Courses
Additional Courses: Require a grade of C or better
Select one course from each area: 15

- a) Critical Thinking
  - IST 110 Information, People and Technology
  - PHIL 10 Critical Thinking

- b) Diversity and Inclusion
  - LHR/AFAM/WMNST REQUIREMENTS FOR THE MAJOR136Y
  - OLEAD 220 Emotional, Social, and Cultural Intelligences and the Implications for Leadership
  - OLEAD 410 Leadership in a Global Context
  - OLEAD 411 Women and Leadership
  - WMNST 105N Living in a Diverse World

- c) Organizational Behavior
  - LHR 202 Understanding Employee Behavior
  - PSYCH 281 Introduction to Industrial-Organizational Psychology

- d) Conflict Management
  - CAS 404 Conflict Resolution and Negotiation
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 (https://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.

Program Learning Objectives
- **Functions of Leadership**: Explain the roles and the major functions of leadership in contemporary organizations;
- **Theory Foundations**: Apply the theoretical and empirical foundations for different approaches to the exercise of leadership;
- **Strategies for overcoming obstacles**: Detect, accurately frame, and select appropriate strategies for overcoming obstacles to effective organizational performance that leaders face;
- **Critical organizational Tasks and management of relationships**: Exhibit intellectual and behavioral competencies useful in the successful execution of critical organizational tasks and the management of relationships;
- **Evaluation of organizations**: Evaluate the internal structures of organizations and their impact on members’ performance;
- **Social Processes**: Identify the social processes operative in the exercise of influence, as well as how to improve them;
- **Evaluate Leadership at all levels**: Evaluate the knowledge of leadership in transitioning from lower-level to higher-level positions of responsibility and authority in organizations;
- **Global Leadership Perspectives**: Evaluate and explain a global perspective to the exercise of leadership
- **Diversity and Inclusion**: Demonstrate the value of diversity & inclusion by discussing the role of the leader in creating an inclusive culture.

### 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 (https://senate.psu.edu/students/policies-and-rules-for-undergraduate-students/32-00-advising-policy/)

### University Park

**Liberal Arts Academic Advising**

814-865-2545

Use the Liberal Arts Meet the Academic Advisers web page (https://la.psu.edu/student-services/academic-advising/meet-the-academic-advisers/) to see the contact information for the specific adviser(s) of this program

**Berks**

Catherine Catanach
Program Chair of Organizational Leadership and Assistant Teaching Professor in Communication Arts and Sciences
Franco, 142
Reading, PA 19610
610-396-6159
BKOrgLead@psu.edu

### World Campus

**Undergraduate Academic Advising**

301 Outreach Building
University Park, PA 16802
814-863-3283
advising@outreach.psu.edu

### Suggested Academic Plan

The suggested academic plan(s) listed on this page are the plan(s) that are in effect during the 2024-25 academic year. To access previous years' suggested academic plans, please visit the archive (https://bulletins.psu.edu/undergraduate/archive/) to view the appropriate Undergraduate Bulletin edition.

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### Organizational Leadership, B.S. at University Park Campus and World Campus

The course series listed below provides only one of the many possible ways to move through this curriculum. The University may make changes in policies, procedures, educational offerings, and requirements at any time. This plan should be used in conjunction with your degree audit (accessible in LionPATH as either an Academic Requirements or What If report). Please consult with a Penn State academic adviser on a regular basis to develop and refine an academic plan that is appropriate for you.

#### First Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>ENGL 15, 30H, or 137H</td>
<td>3</td>
<td>3 CAS 100A, 100B, 100C, 138T, or ENGL 138T</td>
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</tr>
<tr>
<td>OLEAD 100*</td>
<td>3</td>
<td>3 OLEAD 201*</td>
<td>3</td>
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<tr>
<td>PSYCH 100*</td>
<td>3</td>
<td>3 PSYCH 281 or LHR 202*</td>
<td>3</td>
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<tr>
<td>First-Year Seminar/General Education (Exploration)</td>
<td>3</td>
<td>General Education Course (GN)</td>
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<tr>
<td>General Education Course (GA)</td>
<td>3</td>
<td>General Education Course (GQ)²</td>
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#### Second Year

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<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>LHR 312*</td>
<td>3</td>
<td>3 General Education Course (Exploration)²</td>
<td>3</td>
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<tr>
<td>OLEAD 210*</td>
<td>3</td>
<td>General Education Course (Exploration)²</td>
<td>3</td>
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<tr>
<td>STAT 200 or SCM 200 (GQ)²</td>
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<td>4 IST 110 or PHIL 10³</td>
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<tr>
<td>General Education Course (GN)</td>
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<td>Elective (US)²</td>
<td>3</td>
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<tr>
<td>General Education Course (GS)¹</td>
<td>3</td>
<td>Elective (Inter-Domain)</td>
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#### Third Year

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<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
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<tbody>
<tr>
<td>CAS 404 or LHR 437*</td>
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<td>3 OLEAD 465*</td>
<td>3</td>
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<tr>
<td>OLEAD 464*</td>
<td>3</td>
<td>3 AFAM/LHR/WMNST 136, OLEAD 220, OLEAD 410,</td>
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<tr>
<td></td>
<td></td>
<td>OLEAD 411, or WMNST 105⁴</td>
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<tr>
<td>PSYCH 484*</td>
<td>3</td>
<td>3 BA 100, LHR 427, LHR 460, or PHIL 119⁴</td>
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<tr>
<td>Elective (Inter-Domain)²</td>
<td>3</td>
<td>400-level Supporting Course³</td>
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</tr>
<tr>
<td>Elective (IL)²</td>
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#### Fourth Year

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<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
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<tbody>
<tr>
<td>ENGL 202A, 202B, 202C, or 202D³</td>
<td>3</td>
<td>3 400-level Supporting Course³</td>
<td>3</td>
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<tr>
<td>400-level Supporting Course³</td>
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<td>400-level Supporting Course³</td>
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<tr>
<td>400-level Supporting Course³</td>
<td>3</td>
<td>General Education Course (GHW)</td>
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</table>
Organizational Leadership, B.S.

Total Credits 120

* Course requires a grade of C or better for the major
† Course is an Entrance to Major requirement
‡ Course requires a grade of C or better for General Education

University Requirements and General Education Notes:

US and IL are abbreviations used to designate courses that satisfy Cultural Diversity Requirements (United States and International Cultures).

W, M, X, and Y are the suffixes at the end of a course number used to designate courses that satisfy University Writing Across the Curriculum requirement.

General Education includes Foundations (GWS and GQ), Knowledge Domains (GHW, GN, GA, GH, GS) and Integrative Studies (Inter-domain) requirements. N or Q (Honors) is the suffix at the end of a course number used to help identify an Inter-domain course, but the inter-domain attribute is used to fill audit requirements. Foundations courses (GWS and GQ) require a grade of ‘C’ or better.

All incoming Schreyer Honors College first-year students at University Park will take ENGL 137H/CAS 137H in the fall semester and ENGL 138T/CAS 138T in the spring semester. These courses carry the GWS designation and satisfy a portion of that General Education requirement. If the student’s program prescribes GWS these courses will replace both ENGL 15/ENGL 30H and CAS 100A/CAS 100B/CAS 100C. Each course is 3 credits.

Advising Notes:

- Elective courses are free-choice classes, and students may select any course of interest to satisfy them. A course which satisfies a requirement for an academic minor or certificate may, for example, be used as an elective. Courses completed through studying abroad may be used to satisfy electives as well. Students may also opt to take elective course which will prepare them for more advanced, 400-level supporting courses in the major.
- Any Liberal Arts course with a W or a Y after the course number (e.g. LHR 136Y, LHR 458Y, PHIL 103W, PLSC 17W, or PSYCH 301W) may be used to satisfy the Writing Across the Curriculum requirement. PLEASE NOTE: LHR 136 is not the same course as LHR 136Y; LHR 136 does not satisfy the Writing Across the Curriculum requirement.
- Although some courses are approved as US and IL courses, students must complete two separate courses to satisfy each of these University requirements. One course may not be used to complete both the US and IL requirements.
- Students must complete two Inter-Domain General Education courses; approved Inter-Domain courses have an N after the course number (e.g., AFAM 100N, SOC 119N, and ENT 202N).
- 3 credits of GHW (General Health & Wellness) are required; students must complete two separate courses to satisfy this requirement. Although some courses are approved as GHW courses, students need to take approved Inter-Domain courses have an N after the course number (e.g., AFAM 100N, SOC 119N, and ENT 202N).
- 3 credits of GHW (General Health & Wellness) are required; students must complete two separate courses to satisfy this requirement. Although some courses are approved as GHW courses, students need to take approved Inter-Domain courses have an N after the course number (e.g., AFAM 100N, SOC 119N, and ENT 202N).

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, Ernst 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 (https://ier.la.psu.edu/careers/where-are-they-now/)

Opportunities for Graduate Studies

Penn State World Campus offers a Master of 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.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

- International Leadership Association (https://ilaglobalnetwork.org)
- Penn State World Campus (https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-organizational-leadership-bachelor-of-science-degree/)
- The LABOR School at Penn State (https://ler.la.psu.edu/outreach/labor-school/)
- International Brotherhood of Teamsters (https://teamster.org)
- 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

https://ler.la.psu.edu

Berks
DIVISION OF HUMANITIES, ARTS AND SOCIAL SCIENCES
Franco Building
Reading, PA 19610
610-396-6159
BKOrgLead@psu.edu

https://berks.psu.edu/academics/organizational-leadership

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/penn-state-online-organizational-leadership-bachelor-of-science-degree