

PROGRAM OVERVIEW

The Master of Organizational Leadership, an interdisciplinary program, nurtures the necessary skills and abilities for effective leaders. Sustainable success in private and public organizations depends on leaders capable of analyzing complex environments, developing and communicating strategic visions, building a collaborative performance culture, maintaining their integrity and making difficult decisions. We have built a curriculum around these essential leadership requirements. MOL classes include a healthy mix of veteran professionals with years of leadership and management experience and younger students eager to learn, grow and develop into effective leaders and managers. As a result, the classroom experience offers a challenging opportunity for the students and the professors to learn from each other. We engage each other as learning partners who, through an often spirited classroom dialogue, jointly explore the meaning and significance of leadership. In these dialogues, faculty and students find they have much to learn from each other in an enthusiastic exchange of knowledge and experiences.

developmental outcomes

MOL students can expect to:

- > Learn multiple theoretical frameworks to better understand and improve their leadership abilities.
- > Master a variety of communication methods needed to influence followers and increase organizational participation.
- > Increase their degree of competency and self-confidence in taking on leadership roles.
- > Deepen their understanding of the ethical dimensions of leading others.
- > Improve their skills in identifying, analyzing and correcting dysfunctional relationships that disrupt organizational effectiveness.
- > Develop research competencies founded in accepted methodological, philosophical and scientific principles applied to leadership practices.
- > Become a more valued contributor at work and in the community as result of their new knowledge and skills.

immediate benefit to organizations

Employers sponsoring employees can expect to gain immediate benefits.

- > An increasingly skilled employee is capable of greater responsibility and contribution. Most of our students report an improved effectiveness on the job during their studies.
- > Major courses in the curriculum engage students directly in problems at their workplace, closing the gap between school and work, theory and practice.

faculty Deeply rooted in organizational practices, the MOL faculty combine theory and practice in a way that illuminates both. From this deep knowledge and experience, faculty design courses with significant emphasis on learner-centered dialogue inside and outside the classroom. A mix of full-time professors and part-time instructors with significant leadership and management experience are all dedicated to a collaborative, participative learning approach.

program structure Typically, students complete the MOL program in a little over two years by taking one course per session for 13 sessions. There are two eight-week sessions in the fall, two eight-week sessions in the spring and one summer session. Through an accelerated format available on the Davenport campus, students can complete their degree in as little as 12 months. A graduate certificate in Organizational Management (15 credits) is also available.

curriculum 36 credits total, all classes are 3 credit hours each

Core Requirements (27 credits), suggested order below

MOL 501	Leadership Theory
MOL 512	Assessing Leadership Skills
MOL 515	Decision-Making and Leadership
MOL 529	Conflict Management
MOL 701	Planning Strategically
MOL 540	Strategic Communication in Organizations
MOL 690	Leadership Through People Skills
MOL 715	Leadership Work Action Project
MOL 716	Leadership Research Paper

Electives (9 credits)

MOL 557	Building Effective Teams
MOL 621	Human Behavior in Organizations
MOL 625	Leading Organizational Change
MOL 635	Servant Leadership
MOL 645	International Issues in Leadership
MOL 655	Political and Civic Leadership
MOL 685	Human Resource Management
MOL 710	Ethics in Leadership
MOL 790	Independent Inquiry in Leadership
MOL 792	Special Topics

Graduate Certificate Master's level certificate in Organizational Management is comprised of five courses (15 credit hours).

Organizational Management certificate curriculum consists of courses in Human Behavior in Organizations (MOL 621), Human Resources (MOL 685), Leadership Through People Skills (MOL 690), Strategic Planning (MOL 701) and Ethics and Leadership (MOL 710). To enroll, students must submit application and transcripts. Upon completion of the certificate, the student has the option of applying for admission to either the MOL or MBA programs for completion of a master's degree.

admission requirements Individuals with an undergraduate degree from an accredited institution in any field may apply for admission to the MOL program. All applicants must meet the following requirements:

- > Applicant must have a bachelor's degree from an accredited college or university and have an undergraduate GPA of at least 3.0 on a 4.0 scale. Official transcripts from each undergraduate and graduate institution attended must be submitted to the Program Coordinator.
- > Submit a written essay discussing background, interest and goals in Leadership Studies. Evidence of prior community and/or organizational service will be a factor in the admissions decision. The essay will also be evaluated for clarity, focus, grammar and spelling.
- > Submit a resume with two letters of recommendation that demonstrate evidence of the student's interest, abilities and potential as they pertain to leadership as described in the mission statement and the goals and objectives of the MOL program.

application procedure Send the completed application for admission, essay, resume and letters of recommendation to the MOL program coordinator. Request that all official transcripts be sent directly to the MOL program coordinator. Upon receipt of all requested materials, the MOL Admissions Committee will review the student's complete file and determine eligibility for admission into the MOL program. Students will be notified in writing of the admissions decision.

financial assistance The St. Ambrose University Financial Aid Office provides information on loans for graduate studies.

international students Visa holders are subject to federal nonimmigration laws that vary based on visa type. A minimum TOEFL score of 550 (paper) or 213 (computer) or IBT score of 79–80 is required for an international student whose native language or undergraduate experience is not in English. To comply with federal immigration laws, non-resident international graduate students attending St. Ambrose University on either an F visa (degree-seeking students) or a J visa (non-degree-seeking exchange students) must be enrolled in a full course of study, which consists of a full-time program according to the definition determined by each graduate program. The student must be full-time for the entire duration of the semester. For information on admission requirements and academic guidelines for specific visa types, contact International Student Services at global@sau.edu.

accreditation St. Ambrose University is accredited by the Commission on Institutions of Higher Education by the North Central Association of Colleges and Schools.

for further information

Megan Gisi, MOL, Program Coordinator
563/333-5822, GisiMeganM@sau.edu
Ambrose Hall, Room 215B

Dan Ebener, DBA, Co-Director
563/333-6335, EbenerDanR@sau.edu
Ambrose Hall, Room 404

Randy Richards, PhD, Co-Director
563/333-6172, RichardsRandyL@sau.edu
Ambrose Hall, Room 426

www.sau.edu/mol

www.facebook.com/stambrosemol

Master of Organizational Leadership
St. Ambrose University, 518 W. Locust St., Davenport, Iowa 52803

The material presented here is for informational purposes and does not substitute for the catalog. Consult the official university catalog for complete program requirements.

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