



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, various delivery formats offer 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 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 others 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 under two years by taking one course per session for 10 sessions. There are two eight-week sessions in the fall, two eight-week sessions in the spring and two summer sessions. Through an accelerated format, students can complete their degree in as little as 15 months. We offer both an online and on-ground program. The on-ground program meets in the evening for four hours once a week.

**Curriculum** 30 credits total, all classes are 3 credit hours each

**Core Requirements** (24 credits), suggested order below

- MOL 501 Leadership Theory
- MOL 625 Leading Change
- MOL 529 Conflict Management
- MOL 701 Strategic Leadership
- MOL 540 Leadership Communication
- MOL 691 Dialogical Skills
- MOL 715 Leadership Work Action Project
- MOL 716 Leadership Research Paper

**Electives** (6 credits)

- MOL 515 Decision-Making and Leadership
- MOL 557 Building Effective Teams
- MOL 621 Human Behavior in Organizations
- MOL 635 Servant Leadership
- MOL 645 International Issues in Leadership\*
- MOL 655 Political and Civic Leadership
- MOL 710 Ethics in Leadership
- MOL 790 Independent Inquiry in Leadership
- MOL 792 Special Topics

\*Study abroad opportunity

**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 professional 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** Complete the application for admission online at [apply.sau.edu](http://apply.sau.edu) and send resume and letters of recommendation to the MOL program coordinator at [mol@sau.edu](mailto:mol@sau.edu) or the address listed below. 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 non-immigration laws that vary based on visa type. A minimum IELTS score of 6.5 or TOEFL score of 563 (paper) or 85 (IBT) 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 Admissions at [International@sau.edu](mailto:International@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. The Masters of Organizational Leadership program is accredited by the Accreditation Council for Business Schools and Programs (ACBSP).

### For Further Information

MOL Program Coordinator . . . . . 563-333-5822  
[MOL@sau.edu](mailto:MOL@sau.edu)  
[www.sau.edu/mol](http://www.sau.edu/mol)  
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The material presented here is for informational purposes and does not substitute for the catalog. Consult the official university catalog for complete program requirements.