Albertus Magnus School of New Dimensions

The Master of Science in Management and Organizational Leadership (MSMOL) program has been designed for the adult working professional whose advancement in the contemporary workplace is increasingly dependent on significant academic achievement in an environment which emphasizes both the theoretical approach to management and leadership issues and the opportunity to profit from practical work-related experiences. Participants deepen their understanding of the ethical, social, behavioral, economic and organizational concepts which are critical to the management and leadership of corporations and businesses. This program serves the needs of a wide range of learners in organizations large and small, particularly those who need to acquire or develop the analytical skills which will enable them to make more effective contributions to the workplace and offers participants ample opportunity to learn about and to practice leadership in a nurturing and intellectually invigorating environment.

ADMISSION REQUIREMENTS
- A bachelor's degree from an accredited college or university
- A minimum GPA of 2.5 on a 4.0 system
- Three years of professional and/or related experience (a minimum of two years requisite experience in an organization)
- Proficiency in the business application of personal computers
- Proficiency in the English language which may be demonstrated by the completion of two years of successful academic work in the United States at the college level or by passing the Test of English as a Foreign Language (TOEFL) with a score of 600 or better
- Official transcripts from all degree-granting institutions attended
- An essay (of 500-600 words, double-spaced) detailing:
  - Business career interests
  - Reasons for entering the program
  - Expectations of the program

GRADUATION REQUIREMENTS
- Completion of all requirements within seven years of matriculation, including completion of the capstone Applied Research Project
- 3.0 overall GPA on a scale of 4.0 (Students receiving a final grade of C- or lower in any course will be required to repeat that course.)
- Satisfactory completion of the Applied Research Project
- Payment of all tuition and fees

MOL 501 Leadership in Theory and Practice
(8 weeks) 3 credits
Leadership in Theory and Practice introduces students to the study of leadership and management and differentiates between the two disciplines. The course examines seminal and contemporary theories with a focus on the need for, and application of both, in an organizational setting. Research skills for graduate school are also introduced and explored with students beginning to formulate research ideas that can be developed throughout this graduate program.

MOL 509 Professional Writing and Communications
(8 weeks) 3 credits
This course is designed to enable students to gain a deeper understanding of writing and communications appropriate to professional goals and the demands of the workplace. Emphasis is placed on the development of skills in advanced written and oral communications, research and information literacy, reading, and critical thinking.

MOL 505 Moral Leadership: Defining the Character of Individuals in Organizations
(8 weeks) 3 credits
In this course, we will explore two important and related topics: leadership and ethics in organizations. Questions that will be explored include: What roles do leaders play in shaping the culture and in shaping what is considered right and wrong within the organization? How can one learn to make right vs. right decisions and explain his or her decisions to others?

MOL 507 Critical Thinking and Applied Decision Making
(8 weeks) 3 credits
Seminar participants will evaluate their own decision making skills and consider optimal ways of reaching decisions individually and in a group context. The psychology of decision making will be explored with an emphasis on the biases and motivations that may prejudice decision-making abilities. Participants will critically analyze contemporary decisions in society and apply the course material to a positive organizational context. Students will continue to develop their research techniques and will use the critical thinking skills they develop to identify, explore and research an issue of their choosing.

MOL 506 Organizational Behavior
(8 weeks) 3 credits
Organizational Behavior is the study of behavioral issues and concepts faced by organizations and individuals in the organizations. The course focuses on the macro-level issues faced by organizational stakeholders in the ever-changing environment. Learners will investigate concepts and theories of motivation, organizational culture, employee development and the like, and come away with knowledge of the processes and theories of effective organizational dynamics.

MOL 518 Managing Quality
(8 weeks) 3 credits
Developing leadership competencies to manage quality processes for organizations today is essential for sustaining long-term growth and competitiveness in all industries, for example health, academia, service and manufacturing. This
class will explore the theories, concepts and best practices of managing quality. Topics will include: Total Quality Management (TQM), Six Sigma, lean principles and agile processes. The course will help students understand the need for aligning quality management with strategic and leadership objectives in organizations. Students will be able to link their theoretical learning with actual applications in the business world.

**MOL 601 Team Building**
*(8 weeks) 3 credits*
Participants will study team leadership and team building through a series of exercises, behavioral assessments, group discussions and readings. Key learning components encompass the following: enhancing the quality of participation in a team environment, modeling effective leadership, leading groups, communicating more effectively, creative thinking and purposeful behavior directed towards achieving team goals. Each team will create a Team Covenant that will assist them through their academic career and transfer into their professional lives. In addition, each learner will create a personal leadership development program to guide his or her professional careers.

**MOL 514 Conflict Resolution**
*(8 weeks) 3 credits*
The meaning of conflict resolution adopted in this course is focused on peaceful, non-violent mechanisms, spanning formal and informal interactions and bargaining between disputants to reach procedural and substantive solutions. Levels of conflicts and resolution settings are often differentiated by identifying the adversaries, whether they are nation states, ethnic groups, business or political organizations, community groups, neighbors, or individuals. We will examine these perspectives in order to understand various layers where conflicts arise, and to make comparisons across issues and participants, noting similarities and contrasts in resolution manner, effort and achievement.

**MOL 510 Human Resource Management in a Changing Environment**
*(8 weeks) 3 credits*
This course is a study of techniques and skills necessary to manage and effectively guide human resources in a rapidly changing technological environment. Emphasis is on formulation and implementation of strategies to understand, guide and develop human resources within the modern organization. It covers analysis of humanistic and ethical issues facing management and employees in the changing workforce and behavioristic concerns as experienced within organizations.

**MOL 605 Management within a Global Environment**
*(8 weeks) 3 credits*
Explores the unique problems and prospects of cultural diversity in international business and enhances awareness of cultural and ethical practices that influence international business. Through directed readings, discussion and other activities, participants are afforded opportunities to increase their cross cultural sensitivities and skills, whether they work in the United States or abroad.

**MOL 620 Entrepreneurial Thinking: Innovation and Creativity in Creating Value**
*(8 weeks) 3 credits*
In this course, learners will take self-reflective paths introducing them to the benefits of creative and innovative thought. Students will review cross disciplinary theories of innovation, creativity and entrepreneurship written by seminal authors and will begin to formulate ideas, which will be further examined in their applied research project in MOL 630. The culminating project for this course will be a well-crafted proposal which will lead to the Applied Research Project.

**MOL 630 Applied Research Project**
*(8 weeks) 3 credits*
The culminating project for the Master of Science in Management and Organizational Leadership will have students apply the research skills they learned throughout the program in conjunction with the leadership and management knowledge they have garnered to complete a research project of their choosing. Students will develop a research methodology best suited to the problem they identified in MOL 620 to explore in this course. Students will collect data and tabulate (quantitative or qualitative) and use their findings to present recommendations toward the problem they identify. The project will include a literature review, methods section, data collection and analysis, and recommendations.