

School of Adult and Distance Education

ORGANIZATIONAL MANAGEMENT – B.S.

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Primary Faculty, Washington, D.C.: Dr. Patricia Johnson, Dean; Sherrie
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Primary Faculty, Dayton, Ohio: Dr. Dan Noel, Director; Ann Barr

The B.S. in Organizational Management is an interdisciplinary degree program that combines social science theory with management praxis. In addition to social science theory and management applications, the curriculum is composed of research design, methodology and writing, and values and ethics. Student learning goals are as follows:

1. To relate knowledge from the social sciences and management fields to job-related experience;
2. To develop techniques and methods for analytic thought and independent study;
3. To develop communication, interpersonal and problem-solving skills through a cooperative model of interaction;
4. To provide context for the expression of ideas clearly, logically and conclusively;
5. To provide the intellectual foundation for the student to pursue advanced study.

In order for students to begin the program, they must meet the following requirements:

Transferable college credits: Students must have a minimum of 60 transferable college credits to begin the program. At least 11 of these transfer credits must be liberal arts credits.

Technology: Students must own or have access to a computer and have Internet access.

Writing proficiency: Applicants to the program must demonstrate writing proficiency in order to ensure their ability to successfully complete the degree. Writing samples are completed by applicants and evaluated by the Admissions Committee.

Mathematics proficiency: Students must demonstrate mathematics proficiency at the level of college algebra before entering SOC 409 Research Methods and Statistics. Proficiency is demonstrated either through the successful completion of a college mathematics class at the level of College Algebra or higher, or by passing a mathematics proficiency examination given by the program.

Principles of Management: Students must transfer in an introductory course in Management or take such a course in Phase I, before beginning the major field component.

Principles of Adult Learning - (8 Weeks)

When students are enrolled in Principles of Adult Learning (PAL), they develop a degree plan, working with a faculty advisor, in preparation for entering the major field component of the program. Based on the individualized evaluation of transfer credit prepared by the Registrar for each student, this degree plan will outline the liberal arts and sciences core courses needed by each student as well as any remaining liberal arts or miscellaneous elective requirements. Each student is then advised as to how best to fulfill these courses and/or requirements. Liberal Arts and Sciences Core courses and liberal arts and miscellaneous electives may be satisfied through one of several options offered through the main campus:

1. Assessment of prior learning
2. Proficiency testing (CLEP, Dantes, etc.)
3. Weekend courses
4. Online courses

The student will move from PAL to Semester I of the Program when there is documented potential for 88 credits.

Semesters I and II

After PAL, students are registered to begin work on the 32-credit major field component. These credits are completed through an intensive 52-week course of study that is divided into two semesters. The first semester typically begins in one of the following months: January, March, June and October; the second semester is completed 52 weeks later. Each course in the major is offered sequentially, with a cohort of 15 to 20 students progressing together through the program from one course to the next.

For all cohorts meeting at sites in New York State, two of the courses, INT 101, Information Literacy and SOC 413, Research Project I, are completed through class sessions that are held at the main campus. For all cohorts meeting in Ohio and Washington, D.C., these two courses are completed through class sessions that are held at the Fairhaven Church and the Hall of the States, respectively.

During the 52 weeks, students meet in one four-hour class session each week. These sessions provide an opportunity for students to integrate theoretical management concepts with the practical experience that students have learned in their current work settings. Students are given specific assignments related to their work settings and are expected to complete an additional twelve hours of class-work per week outside of the weekly class session.

Research Project: The culminating piece of work for the major is a research project that is introduced early in the program. This is an integrative paper that is developed in conjunction with other course work. Successful completion of the degree will depend on the quality of the project. It is essential, therefore, that the student work with the faculty member assigned to the project. Students may receive assistance, up to two hours each week, in developing and completing their research projects and course work.

120 credit hours, distributed as follows, are required for the Bachelor of Science degree:

Liberal Arts and Sciences Core (26 credits)

| | |
|-----------------------------------------|---|
| Basic Communication elective (ENG)..... | 3 |
| Western Civilization elective..... | 3 |
| World Civilization elective..... | 3 |
| American History elective..... | 3 |
| Humanities elective (ENG)..... | 3 |
| Social Science elective..... | 3 |

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|-----------------------------------------------------------------|---|
| Arts elective | 2 |
| Science elective..... | 3 |
| Mathematics elective | 3 |
| <i>Foreign Language (not required in B.S. Org. Mgmt)</i> | |
| <i>Information Management competency (fulfilled by INT 101)</i> | |
| <i>Critical Thinking competency (fulfilled by SOC 409)</i> | |

Major Field Component (32 credits)

| | |
|---------------------------------------------------------------|---|
| SOC 401-Dynamics of Group Behavior | 2 |
| COM 415-Organizational Communications | 3 |
| PSY 403-Adult and Career Development..... | 3 |
| SOC 405-Organizational Behavior and Analysis | 3 |
| REL 407-World Views in the Global Market..... | 3 |
| INT 101 – Information Literacy | 1 |
| SOC 413-Research Project I | 2 |
| MGT 406-Strategic Management | 3 |
| MGT 408-Diversity Management..... | 2 |
| SOC 409-Research Methods and Statistics..... | 2 |
| MGT 410-Economic and Marketing Environment of Management..... | 3 |
| REL 412-Values and Ethics in the Workplace | 3 |
| SOC 414-Research Project II | 2 |

Liberal Arts/Miscellaneous Electives Component (62 credits)

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|-------------------------------|----|
| Liberal Arts electives | 13 |
| Miscellaneous electives | 49 |

Total credits required..... 120

Organizational Management Suggested Program Plan

FIRST SEMESTER

| | |
|----------------------------------|---|
| SOC 401-Group Behavior..... | 2 |
| COM 415-Org Comm..... | 3 |
| PSY 403-Adult & Career Dev | 3 |
| SOC 405-Org Behavior & Anlys. | 3 |
| REL 407-World Views | 3 |
| SOC 413-Research Project I | 2 |
| INT 101-Information Lit | 1 |

SECOND SEMESTER

| | |
|------------------------------------|---|
| MGT 406-Strategic Mgt | 3 |
| MGT 408-Diversity Management..... | 2 |
| SOC 409-Research Meth & Stats..... | 2 |
| MGT 410-Eco/Mrktg Envir Mgmt ... | 3 |
| REL 412-Values & Ethics | 3 |
| SOC 414-Research Project II | 2 |

THIRD SEMESTER

May be required to complete liberal arts core or electives.