Organizational Leadership, B.S.B.A.D.

Degree Offered

- Bachelor of Science in Business Administration

Nature of the Program

The Organizational Leadership major will introduce students to leadership theory and practice, organizational behavior and teams, the ethical dimensions of leadership and decision making, how to lead organizational change, and how to handle conflict and negotiation.

ADMINISTRATION

PROGRAM COORDINATOR

- Kelly Nix - PhD

FACULTY

CHAIR

- Michael F. Walsh - Ph.D. (University of Pittsburgh)

PROFESSOR

- Jeff Houghton - Ph.D. (Virginia Polytechnic Institute and State University)
  Organizational behavior.

TEACHING ASSOCIATE PROFESSOR

- Kelly Nix - Ph.D. (West Virginia University)
  Human and community development leadership.

ADJUNCT PROFESSOR

- Kerissa Kuis - MBA

Admissions

For specific information regarding the admissions requirements for First Time Freshmen to the John Chambers College of Business and Economics, please visit http://catalog.wvu.edu/undergraduate/collegeofbusinessandeconomics/admissionstext.

Students who are direct admitted to the major as first-time freshmen must possess an overall university GPA of at least 2.5 and have completed the course prerequisites listed in the table below with minimum grade of C-, unless otherwise noted, to be eligible to enroll in upper-division course work.

Students who are not direct admitted to the major (i.e. Business) will declare the major at the beginning of the semester in which they satisfy the course prerequisites listed below. Applicants also must possess an overall GPA of at least 2.5 to be considered for admission to the major.

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 201</td>
<td>Principles of Accounting 1</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 121</td>
<td>Introduction to Business Applications</td>
<td>2</td>
</tr>
<tr>
<td>ECON 201</td>
<td>Principles of Microeconomics</td>
<td>3</td>
</tr>
<tr>
<td>&amp; ECON 202</td>
<td>and Principles of Macroeconomics</td>
<td>3</td>
</tr>
<tr>
<td>ECON 225</td>
<td>Elementary Business and Economics Statistics</td>
<td>3</td>
</tr>
<tr>
<td>or STAT 211</td>
<td>Elementary Statistical Inference</td>
<td>3</td>
</tr>
<tr>
<td>Choose one of the following:</td>
<td></td>
<td>3-6</td>
</tr>
<tr>
<td>ENGL 101</td>
<td>Introduction to Composition and Rhetoric</td>
<td></td>
</tr>
<tr>
<td>&amp; ENGL 102</td>
<td>and Composition, Rhetoric, and Research</td>
<td></td>
</tr>
<tr>
<td>ENGL 103</td>
<td>Accelerated Academic Writing</td>
<td></td>
</tr>
<tr>
<td>Choose one of the following:</td>
<td>a minimum of C- is needed in MATH 150 or D- in MATH 154 or MATH 155</td>
<td>3-4</td>
</tr>
<tr>
<td>MATH 124</td>
<td>Algebra with Applications</td>
<td></td>
</tr>
<tr>
<td>&amp; MATH 150</td>
<td>and Calculus</td>
<td></td>
</tr>
<tr>
<td>MATH 129</td>
<td>Pre-Calculus Mathematics</td>
<td></td>
</tr>
<tr>
<td>&amp; MATH 155</td>
<td>and Calculus 1</td>
<td></td>
</tr>
</tbody>
</table>
Organizational Leadership, B.S.B.A.D.

| MATH 150 | Applied Calculus |
| MATH 153 & MATH 154 | Calculus 1a with Precalculus and Calculus 1b with Precalculus |
| MATH 155 | Calculus 1 |

Total Hours 20-24

Students who are direct admitted to the major and meet the requirements listed above are guaranteed permission to enroll in upper-division course work. The Chambers College will accommodate as many majors as resources are available. Students who are denied admission to the major may apply for admission in a future application period or accept admission to an alternative major in the Chambers College.

- A minimum grade of C- in MATH 150 is required for admission to the program. A grade of D- in MATH 154 or a higher level of college calculus also satisfies the calculus requirement for admission to the program.

Due to Covid-19 – Admission requirements may differ from what is listed on this page. Please review the most up-to-date program admission requirements for the Bachelor of Science in Business Administration in Organizational Leadership (https://admissions.wvu.edu/academics/majors/organizational-leadership/) major.

ADMISSION REQUIREMENTS 2023-2024

The Admission Requirements above will be the same for the 2023-2024 Academic Year.

Major Code: 2155

Organizational Leadership Program Requirements

General Education Foundations

Please use this link to view a list of courses that meet each GEF requirement. (http://registrar.wvu.edu/gef/)

NOTE: Some major requirements will fulfill specific GEF requirements. Please see the curriculum requirements listed below for details on which GEFs you will need to select.

<table>
<thead>
<tr>
<th>General Education Foundations</th>
<th>3-6</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1 - Composition &amp; Rhetoric</td>
<td></td>
</tr>
<tr>
<td>ENGL 101 Introduction to Composition and Rhetoric</td>
<td>3-6</td>
</tr>
<tr>
<td>&amp; ENGL 102 and Composition, Rhetoric, and Research</td>
<td></td>
</tr>
<tr>
<td>or ENGL 103 Accelerated Academic Writing</td>
<td></td>
</tr>
<tr>
<td>F2A/F2B - Science &amp; Technology</td>
<td>4-6</td>
</tr>
<tr>
<td>F3 - Math &amp; Quantitative Reasoning</td>
<td>3-4</td>
</tr>
<tr>
<td>F4 - Society &amp; Connections</td>
<td>3</td>
</tr>
<tr>
<td>F5 - Human Inquiry &amp; the Past</td>
<td>3</td>
</tr>
<tr>
<td>F6 - The Arts &amp; Creativity</td>
<td>3</td>
</tr>
<tr>
<td>F7 - Global Studies &amp; Diversity</td>
<td>3</td>
</tr>
<tr>
<td>F8 - Focus (may be satisfied by completion of a minor, double major, or dual degree)</td>
<td>9</td>
</tr>
</tbody>
</table>

Total Hours 31-37

Please note that not all of the GEF courses are offered at all campuses. Students should consult with their advisor or academic department regarding the GEF course offerings available at their campus.

Degree Requirements

To qualify for the Bachelor of Science in Business Administration students must meet the following criteria:

- Complete a minimum of 120 credit hours.
- Possess an overall GPA of 2.0.
- Possess a minimum GPA of 2.0 for all major courses (i.e. ACCT, ENTR, LDR, MANG, and ORGL), calculated using all attempted GPA hours unless excluded by the D/F repeat policy.
- The John Chambers College of Business and Economics accepts all baccalaureate transferable course work completed at public and private colleges in West Virginia and other regionally accredited institutions. Since the College is AACSB accredited, upper-division courses (courses equivalent to 300/400 level at WVU) must be evaluated by the Dean or designee before they may count toward business core, major core and major restricted electives in the Bachelor of Science in Business Administration or Bachelor of Science in Economics program.
## University Requirements

General Education Foundations (GEF) 1, 2, 3, 4, 5, 6, 7, and 8 (31-37 Credits)

### Outstanding GEF Requirements

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
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<tbody>
<tr>
<td>BCOR 191</td>
<td>First-Year Seminar</td>
<td>1</td>
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### General Electives

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGL 101 &amp; ENGL 102</td>
<td>Introduction to Composition and Rhetoric and Composition, Rhetoric, and Research</td>
<td>3-6</td>
</tr>
<tr>
<td>ENGL 103</td>
<td>Accelerated Academic Writing</td>
<td></td>
</tr>
</tbody>
</table>

### Physical Education (P.E.)

Select one of the following (Minimum grade of C-; may fulfill GEF 8):

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECON 225</td>
<td>Elementary Business and Economics Statistics</td>
<td>3</td>
</tr>
<tr>
<td>STAT 211</td>
<td>Elementary Statistical Inference</td>
<td></td>
</tr>
</tbody>
</table>

### Foreign Language (FL)

Select one of the following; minimum grade of C- in MATH 150 or D- in MATH 154 or higher; (may fulfill GEF 3):

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MATH 124 &amp; MATH 150</td>
<td>Algebra with Applications and Applied Calculus</td>
<td>3-8</td>
</tr>
<tr>
<td>MATH 129 &amp; MATH 155</td>
<td>Pre-Calculus Mathematics and Calculus 1</td>
<td></td>
</tr>
<tr>
<td>MATH 150</td>
<td>Applied Calculus</td>
<td></td>
</tr>
<tr>
<td>MATH 153 &amp; MATH 154</td>
<td>Calculus 1a with Precalculus and Calculus 1b with Precalculus</td>
<td></td>
</tr>
<tr>
<td>MATH 155</td>
<td>Calculus 1</td>
<td></td>
</tr>
</tbody>
</table>

## Program Requirements

### ACCT 201

Principles of Accounting 1 (Minimum grade of C-)

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCOR 121</td>
<td>Introduction to Business Applications (Minimum grade of C-)</td>
<td>2</td>
</tr>
<tr>
<td>ECON 201</td>
<td>Principles of Microeconomics (Minimum grade of C-; may fulfill GEF 8)</td>
<td>3</td>
</tr>
<tr>
<td>ECON 202</td>
<td>Principles of Macroeconomics (Minimum grade of C-; may fulfill GEF 8)</td>
<td>3</td>
</tr>
</tbody>
</table>

Select one of the following (Minimum Grade of C-; may fulfill GEF 1):

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGL 101</td>
<td>Introduction to Composition and Rhetoric</td>
<td></td>
</tr>
<tr>
<td>&amp; ENGL 102</td>
<td>and Composition, Rhetoric, and Research</td>
<td></td>
</tr>
<tr>
<td>ENGL 103</td>
<td>Accelerated Academic Writing</td>
<td></td>
</tr>
</tbody>
</table>

Select one of the following (Minimum grade of C-; may fulfill GEF 8):

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MATH 124 &amp; MATH 150</td>
<td>Algebra with Applications and Applied Calculus</td>
<td></td>
</tr>
<tr>
<td>MATH 129 &amp; MATH 155</td>
<td>Pre-Calculus Mathematics and Calculus 1</td>
<td></td>
</tr>
<tr>
<td>MATH 150</td>
<td>Applied Calculus</td>
<td></td>
</tr>
<tr>
<td>MATH 153 &amp; MATH 154</td>
<td>Calculus 1a with Precalculus and Calculus 1b with Precalculus</td>
<td></td>
</tr>
<tr>
<td>MATH 155</td>
<td>Calculus 1</td>
<td></td>
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</tbody>
</table>

## Business Core Requirements

### ENTR 102

Applied Innovation Clinic

<table>
<thead>
<tr>
<th>Course</th>
<th>Description</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCOR 199</td>
<td>Introduction to Business</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 299</td>
<td>Business Communication (Fulfills Writing and Communication Skills Requirement)</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 320</td>
<td>Legal Environment of Business</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 330</td>
<td>Information Systems and Technology</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 340</td>
<td>Principles of Finance</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 350</td>
<td>Principles of Marketing</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 360</td>
<td>Supply Chain Management</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 370</td>
<td>Principles of Management</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 380</td>
<td>Business Ethics</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 460</td>
<td>Contemporary Business Strategy</td>
<td>3</td>
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</table>

Total Hours: 120
Organizational Leadership Major Requirements

Possess a minimum GPA of 2.0 for all major courses calculated using all attempted GPA hours unless excluded by the D/F repeat policy.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>ENTR 416</td>
<td>Social Entrepreneurship</td>
<td>3</td>
</tr>
<tr>
<td>HRMG 470</td>
<td>Conflict Management</td>
<td>3</td>
</tr>
<tr>
<td>LDR 201</td>
<td>Principles of Leadership (minimum grade of C-)</td>
<td>3</td>
</tr>
<tr>
<td>MANG 422</td>
<td>Organizational Behavior</td>
<td>3</td>
</tr>
<tr>
<td>MANG 480</td>
<td>Corporate Social Responsibility</td>
<td>3</td>
</tr>
<tr>
<td>ORGL 310</td>
<td>Leadership and Ethical Decision Making Skills</td>
<td>3</td>
</tr>
<tr>
<td>ORGL 320</td>
<td>Theories of Leadership and Organizational Change</td>
<td>3</td>
</tr>
<tr>
<td>ORGL 410</td>
<td>Youth Leadership Development</td>
<td>3</td>
</tr>
<tr>
<td>ORGL 420</td>
<td>Nonprofit Leadership</td>
<td>3</td>
</tr>
<tr>
<td>ORGL 491</td>
<td>Professional Field Experience</td>
<td>3</td>
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</tbody>
</table>

Total Hours 30

Suggested Plan of Study

First Year

<table>
<thead>
<tr>
<th>Semester</th>
<th>Fall</th>
<th>Hours</th>
<th>Spring</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>BCOR 191</td>
<td>1</td>
<td>ACCT 201</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>BCOR 199</td>
<td>3</td>
<td>ECON 201 (GEF 8)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>BCOR 121</td>
<td>2</td>
<td>ENGL 101 (GEF 1)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Select one of the following (GEF 3):</td>
<td>3</td>
<td>Select one of the following:</td>
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</tr>
<tr>
<td></td>
<td>MATH 124</td>
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<td>MATH 150</td>
<td></td>
</tr>
<tr>
<td></td>
<td>MATH 129</td>
<td></td>
<td>MATH 154</td>
<td></td>
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<tr>
<td></td>
<td>MATH 150</td>
<td></td>
<td>MATH 155</td>
<td></td>
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<tr>
<td></td>
<td>MATH 153</td>
<td></td>
<td>MATH 156</td>
<td></td>
</tr>
<tr>
<td></td>
<td>MATH 155</td>
<td></td>
<td>GEF (Choose from F2B, F4, F5, F6 or F7)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>ENTR 102</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>GEF (Choose from F2B, F4, F5, F6 or F7)</td>
<td>3</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>15</td>
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Second Year

<table>
<thead>
<tr>
<th>Semester</th>
<th>Fall</th>
<th>Hours</th>
<th>Spring</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>ECON 202 (GEF 8)</td>
<td>3</td>
<td>BCOR 299</td>
<td>3</td>
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<tr>
<td></td>
<td>ECON 225 (GEF 8)</td>
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<td>BCOR 330</td>
<td>3</td>
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<tr>
<td></td>
<td>ENGL 102 (GEF 1)</td>
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<td>BCOR 340</td>
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<tr>
<td></td>
<td>GEF (Choose from F2B, F4, F5, F6 or F7)</td>
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<td>BCOR 370</td>
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<td></td>
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</table>

Third Year

<table>
<thead>
<tr>
<th>Semester</th>
<th>Fall</th>
<th>Hours</th>
<th>Spring</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>BCOR 320</td>
<td>3</td>
<td>BCOR 360</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>BCOR 350</td>
<td>3</td>
<td>ENTR 416</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>ORGL 310</td>
<td>3</td>
<td>MANG 422</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Minor or General Electives</td>
<td>3</td>
<td>ORGL 320</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>GEF (Choose from F2B, F4, F5, F6 or F7)</td>
<td>3</td>
<td>Minor or General Electives</td>
<td>3</td>
</tr>
<tr>
<td></td>
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Fourth Year

<table>
<thead>
<tr>
<th>Semester</th>
<th>Fall</th>
<th>Hours</th>
<th>Spring</th>
<th>Hours</th>
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<tbody>
<tr>
<td></td>
<td>BCOR 380</td>
<td>3</td>
<td>BCOR 460</td>
<td>3</td>
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<tr>
<td></td>
<td>HRMG 470</td>
<td>3</td>
<td>ORGL 420</td>
<td>3</td>
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<tr>
<td></td>
<td>ORGL 410</td>
<td>3</td>
<td>ORGL 491</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Minor or General Electives</td>
<td>6</td>
<td>MANG 480</td>
<td>3</td>
</tr>
</tbody>
</table>
Major Learning Outcomes

ORGANIZATIONAL LEADERSHIP

1. Leadership Skill Development--Graduates will have the skills necessary to lead others.
2. Ethical Thinking- Graduates will demonstrate the values, ethics, and principles necessary to be a good leader.
3. Leading Organizational Change - Graduates will be able to lead organizational change efforts.
4. Team Building- Graduates will be able to deal with the dynamics of individuals and teams within organizations and to motivate, lead, and inspire employees toward achieving organizational goals.
5. Conflict Resolution-Graduates will be able to lead negotiations and resolve conflict

COURSES

ORGL 293. Special Topics. 1-6 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

ORGL 305. Leader Self-Development. 3 Hours.
This course provides an overview of different perspectives and approaches to Leader Self-Development. The overall objective of this course is the help students fully understand how to apply their greatest talents and strengths and to develop self-leadership capabilities in order to be more effective in leading others.

ORGL 310. Leadership and Ethical Decision Making Skills. 3 Hours.
PR: LDR 201 with a minimum grade of C-. In this course, ethical thinking strategy for decision-making and skill-based application for organizational leadership development is explored. Students will also investigate current research trends regarding ethical issues in businesses and other organizational contexts.

ORGL 320. Theories of Leadership and Organizational Change. 3 Hours.
PR: LDR 201 with a minimum grade of C-. In this course, leadership and organizational change theories required to initiate and sustain change in organizations are reviewed. Students compare, contrast and critique both seminal and modern theories and models of organizational learning, knowledge creation, and organizational capacity building.

ORGL 410. Youth Leadership Development. 3 Hours.
PR: LDR 201 with a minimum grade of C-. This course provides students with an understanding of how adolescents develop and emerge as leaders in their families, schools, organizations, and communities. The objective is to provide future and current leaders with the knowledge, skills, and experiences to develop and enhance the leadership skills and behaviors of the youth in their organizations.

ORGL 420. Nonprofit Leadership. 3 Hours.
PR: LDR 201 with a minimum grade of C-. The course is designed to help students understand the major concepts in the leadership of a nonprofit organization and will help them develop the skills to utilize this material in applied situations. Students will explore the mission of the nonprofit organization, marketing and funding, effective strategies for developing relationships and performance, and ways to enhance leadership skills.

ORGL 491. Professional Field Experience. 1-18 Hours.
PR: Consent. (May be repeated up to a maximum of 18 hours.) Prearranged experiential learning program, to be planned, supervised, and evaluated for credit by faculty and field supervisors. Involves temporary placement with public or private enterprise for professional competence development.

ORGL 493. Special Topics. 1-6 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

ORGL 495. Independent Study. 1-6 Hours.
Faculty supervised study of topics not available through regular course offerings.