

MSOL Course Descriptions

Core Courses

MSOL 601 – Leadership Theories Practices and Context (3)

Learners examine the relevance of human diversity within an organization and begin to build a philosophy and the skills for becoming an effective leader. Personal development, diversity, individual change, and basic change process theory will be addressed. Concepts of critical thinking, adult learning, lifelong learning, and paradigm shifts will be introduced in this course.

MSOL 609 – Leadership Diversity and the Global Perspective (3)

Learners will develop an understanding and appreciation of the diverse cultures that contribute to organizations and communities. The impact of cultural diversity on personal effectiveness will be explored from both a personal and organizational leadership perspective.

MSOL 611 – Ethics Leadership and Social Responsibility (3)

Learners will explore the history and development of management and leadership with a focus on contemporary leadership theories and their impact on organizations and society. Leadership actions within an ethical framework and present-day ethical challenges for the leader and the organization are analyzed. Learners will research and report on various theories, ethical dilemmas, and leadership philosophies.

MSOL 616 – Leadership, Economics, and Change (3)

Students learn basic microeconomic and macroeconomic concepts, and understand how economic events affect organizations and economies. A major focus is on the global economy and an organization's role in it. Economic forces are examined for their effects on public policy. Each student prepares an economic plan for a nation in its regional context, as well as an analysis of a macroeconomic / fiscal policy problem facing the United States. The course includes a strong discussion element of current economic events as reflected in current issues of major news publications. Students are challenged to evaluate investment in human capital, their own, and that of their organization.

MSOL 621 – Developing and Leading Teams (3)

Learners will explore the definition and theories of developing effective teams. As prospective team leaders, participants will utilize a variety of tools for facilitating team growth, i.e. process tools for decision making, planning, problem solving, virtual teams, etc. Through experiencing the various team development stages, learners will also discover strategies to manage conflict, promote collaboration and develop self-directed teams.

MSOL 625 – Leadership for the Future (3)

Learners will explore the future of organizations, the changing role of leaders, and how to foresee, navigate, and create the future. Systems thinking, trend identification and analysis, scenario building, and creating a learning organization will be examined. Scenarios for the next millennium will be developed to expand learners' abilities to scan the horizon, think strategically beyond the known, predict the impact of choices, and plan for their own and their organization's future.

MSOL 627 – Strategic Organizational Planning and Leadership (3)

Examines the influence of domestic and international economic, political, organizational, and financial factors on the planning of the organization. Includes the impact on organizations of global competition, multicultural human resource issues, and domestic & foreign government policy..

MSOL 633 – Leading Organizational Change (3)

Learners will be introduced to the field of Organization Development (OD). The history, foundations, and supporting theories will be explored. Action research and the role of the change agent will be investigated. Additionally, organizational change concepts will prepare the learner to lead in an environment of discontinuous change. Strategies for transforming organizational culture, architecture, and leadership will be developed.

General Leadership Concentration

MSOL 603 – Leadership: Personal Assessment and Evaluation (3)

Explores self-awareness as a tool to facilitate growth in leadership. Emphasizes the use, interpretation and discussion of self-assessment tools. Topics include: the implications of leadership, personal attitudes toward “power and authority”, and a focus on contemporary models of leadership.

MSOL 619 – International Organizations and Leadership (3)

Explores leadership and organizational changes associated with the shift from a domestic to an international marketplace. Studies the paradigms of business and leadership practices with an emphasis on organizational values, business plans, and culturally appropriate strategies for success.

MSOL 630 – Work and Society (3)

This course surveys historical and contemporary arenas of work from early industrial to contemporary society. Emphasis is on the institution of work and the impacts of social change on the workplace, societal structures, and institutions. The effects of new technology as well as current trends and conflicts are explored.

MSOL 650 – Organizational Assessment and Analysis (3)

Focus on development of an ability to observe organizations critically. Presents approaches to change, such as identifying, diagnosing and overcoming resistance, change facilitation techniques, closure or refreezing. Reviews a framework for choosing an organization form congruent with desired performance and productivity goals and strategies. Addresses these issues at the micro level of work groups within the organization.

Sports Leadership Concentration

MSOL 651 – Globalization of the Sports Industry (3)

To familiarize the student with national, regional, and international issues associated with the place of sport in a global society. Since material in this course deals with sociological, cultural, political, and economical issues subject to frequent change, the student should be able to identify contemporary national and international positions on these issues within the world of sports. The student should be able to provide well informed and constructive presentations of this material. Finally, the student should be able to provide theoretical and empirical answers to questions covered in the course.

MSOL 652 – Management & Governance of Sports Programs (3)

A study of the principles, theories, and competencies essential for the organization, administration and management of programs in sports and the management of sports programs.

MSOL 653 – Legal Issues in Sports Leadership (3)

Legal Issues in Sports Leadership provides the student with an extensive overview of the principles, theories, methods, strategies, and tactics used in applying legal concepts and issues to the sports industry. Students will review legal cases in sports to gain an understanding of the US legal system, and the recent developments surrounding legal matters in sports.

MSOL 654 – Sports Events, Promotions & Program Leadership (3)

This course is designed to provide the student with the current practices and procedures related to the publicity, promotions and marketing issues and concepts in the collection, distribution and dissemination of information and resources in sports. Students will be introduced to different aspects of the profession and provided a historical and philosophical overview of the development of sports information in public, private and commercial settings. Emphases are given to current trends and changes affecting the major components of information distribution for the sports industry.

MSOL 680 – Fiscal Analysis in Sports Leadership (3)

A study of the principles, theories, and competencies essential for working with the fiscal and economic conditions and factors involved in global sports organizations. This course will provide students with basic fiscal and economic principles, strategies, and techniques essential for the leadership, management, and administration of sports programs.

MSOL 681 – Interscholastic & Intercollegiate Sports Leadership (3)

This course is for students who want to investigate the principles, theories, and competencies essential for the leadership, organization, and administration of Interscholastic (Middle & High School) Athletics Programs and Intercollegiate Athletics (Major Sports Conferences, NCAA, NAIA, etc). Instruction will focus on contemporary issues in interscholastic and intercollegiate athletics, the impact of scholastic and intercollegiate athletics in society, and provide an overview of planning, organizing, implementing, influencing, communicating, and evaluating interscholastic and intercollegiate sports leadership. The course will emphasize direct contacts with professional athletic administrators across interscholastic and intercollegiate athletics.

Non Profit Leadership Concentration

MSOL 655 – Leadership Coaching (3)

Examines the core elements of leadership and live/career coaching. Focuses on the various internal resources available that impact the quality and performance of one's work and interpersonal relationships. Analyzes the ways in which one can use the techniques learned in class to improve one's ability to motivate employees and volunteers.

MSOL 656 – History, Theory & Future of Non Profits (3)

This course will explore the history, examine the theories, and look at current and future trends and issues impacting the nonprofit community, both across the United States and internationally. We will look at the impact of the sector in relation to other sectors within the social, economic, and political arenas in which each operates. The course will cover the theories that lead to the uniqueness of the nonprofit sector, with the emphasis being on 501 c 3 organizations, and its critical importance in our society. This course is an introductory level course that will focus on the key issues that are making the nonprofit sector one of the fastest growing and important segments of our society today. There will be a strong emphasis on contemporary and current events and on how they relate both to the past and the future of the sector.

MSOL 657 - Human Resource & Volunteer Leadership (3)

This course is an in depth examination of a variety of issues in the effective leadership of people working in nonprofit organizations. Includes hiring policies and practice, compensation packages, staff development, staff evaluation, collective bargaining, labor leadership issues and equal employment opportunity. This course also emphasizes the role of volunteerism in society and how volunteers are recruited, organized and managed in various types of nonprofits.

MSOL 658 – Financial Resource Development (3)

Examines the principles, strategies and techniques of resource development. Topics include an overview of resource development from foundations, corporations, government and individuals, proposal writing and presentation, direct mail, conducting special events, and individual major gift programs.

MSOL 670 – Leadership: Grant Proposal Writing (3)

To promote entrepreneurship and facilitate success in starting a business.

Women's Leadership Concentration

MSOL 661 – Self-Awareness and Networking Skills for Women (3)

Facilitating leadership, not just talking about it, is the focus of this course. Most other women's leadership programs in the US do not establish alignment between personal, professional and organizational goals. One needs evaluations and feedback, developmental experiences, and mentoring and coaching to facilitate leadership success. The School of Leadership and Continuing Studies provides this cutting edge course for you to strengthen your leadership skills.

MSOL 662 – Gender Issues in Organizations (3)

This course explores gender-biased organizational issues. Organizations range in size from family or entrepreneurial activity to a *Fortune 500* corporation. Recent research shows that while men and women have sociological, psychological and biological differences, they share certain similarities when leading organizations and in terms of individual styles and organizational assumptions.

MSOL 663 – Lessons Learned from Women Leaders (3)

In the world of work, large numbers of women have entered the professions, the trades, and businesses of every kind. They have opened the ranks of the clergy, the military, the newsroom; more than three million women now work in occupations considered "nontraditional" and until very recently – women struggled to reach leadership positions. This course provides reflections on the legacy of successful women across a global history: their struggles and strategies for success. Current work by leading scholars of gender is examined, and students are challenged to use theories and research to analyze the matter of gender in leadership.

MSOL 664 – Women Leading Change (3)

Learners will be introduced to the field of Leadership and Management. The history, foundations, and supporting theories will be explored. The role of the change agent will be investigated. Additionally, organizational transformation concepts will prepare the learner to lead in an environment of discontinuous change and to understand the steps needed to accomplish the change. Strategies for introducing change in an organization and making the change permanent will be developed.

Integrated Leadership Concentration

Choose any four courses (12 credit hours) from any of the four concentrations: General Leadership, Sports Leadership, Non-Profit Leadership,