

The trans-disciplinary Organization Leadership minor will enable students to develop and enhance critical skill sets in areas deemed as essential in hiring and advancement within organizations. Students completing the Organizational Leadership minor will demonstrate: effective critical thinking and analytical reasoning skills; the ability to analyze and solve complex problems; the ability to effectively communicate orally and in writing; the ability to apply knowledge and skills to real-world settings; their ability to innovate and be creative; their teamwork skills and the ability to collaborate with others in diverse group settings; the knowledge and ability to connect choices and actions to ethical decisions. These areas of concentration were selected based on data gathered from a variety of employers across a wide variety of jobs and occupations. For example, a survey of 318 organizations conducted on behalf of The Association of American Colleges and Universities showed that nearly all of the employers surveyed (93%) believed that certain *core competencies* including; critical thinking, effective communicating, ethical judgment, integrity, and intercultural skills were *more critical to career success than a student's major area of study*. Furthermore, over seven out of ten employers surveyed wanted colleges and universities to *place greater emphasis* on developing key learning outcomes including: critical thinking (82%), complex problem-solving (81%), written and oral communication (80%), and applied knowledge in real-world settings (78%), and innovation and creativity (71%). Similarly, Forbes magazine identified the most in-demand skill-sets for the top jobs of 2013. The top four most in-demand skill sets were: Critical Thinking such as using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems; Complex Problem Solving such as identifying complex problems and reviewing related information to develop and evaluate options and implement solutions; Judgment and Decision-Making such as considering the relative costs and benefits of potential actions to choose the most appropriate ones; and Active Listening such as giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate and not interrupting. All of these skills were highly desired in 9 out of the 10 most in-demand jobs.

The proposed minor includes coursework from an array of disciplines including; business, communication, philosophy, political science, psychology, sociology, and writing. This coursework is concentrated in six key areas including: Organizational Foundations; Ethics; Critical Thinking; Teamwork & Leadership; Communication Skills; and Global/Cultural

Knowledge. Current faculty in business, communication, philosophy, political science, psychology, sociology, and writing will teach the entire curriculum. The curriculum associated with this program will be offered through the routine scheduling process currently offered at WOU. Some courses are offered in both classroom-based and on-line formats to provide greater accessibility to students. This minor would provide students across a wide variety of majors the ability to develop skills that are critical to employability; thereby creating a more educated and employable workforce.