P13770
Enabling Leadership Certificate (Certificate)

New

Request for a: Program
Level   Graduate
Type of Request: New (course, program, focus/concentration, or temporary course)
Will this be offered within an existing division or department?   Yes
Type of program   Certificate
Division   Organizational Leadership
Is this curricular change driven by assessment data you have collected?   No
Summary/Rationale for proposal

The Organizational Leadership program is proposing the following changes in the Organizational Leadership master%u2019s degree to better align the minor with its theoretical underpinnings.

The Organizational Leadership master%u2019s degree is based on Complexity Leadership Theory which specifies three levels or types of leadership necessary for effective organizational functioning: adaptive, enabling, and administrative. Adaptive leadership is defined as an %u201Cemergent and interactive dynamic that produces adaptive outcomes (e.g., learning, creativity, adaptation) in a social system.%u201D Enabling leadership is defined as creating %u201Cconditions that catalyze adaptive leadership and allow for emergence as well as manage the entanglement between administrative and adaptive leadership.%u201D Executive leadership is defined as %u201Cactions of individuals in formal managerial roles including structuring tasks; engaging in planning; building vision; acquiring resources to achieve goals; managing crises and personal conflicts; and managing organizational strategy.

The proposed program changes embed three certificates into the curriculum, adaptive leadership certificate, enabling leadership certificate, and an executive leadership certificate. This proposal is for the Enabling Leadership Certificate.

Is this a stand-alone certificate?   No
If the certificate is part of one or more minors, please indicate which ones
Anticipated start date   Fall 2021
Where will the program be delivered?   WOU Salem
How will the courses be offered?   Hybrid, Online asynchronous, Online synchronous
Proposed Classification of Instructional Programs (CIP) number.   52.0213
Title of new program, requirement, focus, or concentration   Enabling Leadership Certificate
Mission, Learning Outcomes, Etc.

Mission

Provide opportunities for leaders to enhance and apply their leadership knowledge, competencies, and values within any sector, industry, or setting. The program curriculum is devoted to helping students master the fundamental human processes of leadership and organizational development. Students will not only grow as leaders through action-based learning, but they will also make a positive impact on their communities and workplaces through a practical application of cumulative skills.

Learning Outcomes

1. Demonstrate knowledge and application of principles, theories, and concepts of leadership within organizational settings.
2. Develop and apply skills that promote the development of others.
3. Apply teamwork, leadership, and communication skills to work effectively with people from diverse backgrounds.

Core Courses

- OL 613 Human Behavior in Organizations **Credits: 3**
- OL 619 Leading Organizational Change and Development **Credits: 3**
- 9 elective credits to be chosen with advisor

Elective Courses

- OL 507 Seminar Credits: 3
- OL 606 Special Individual Studies Credits: 3
- OL 607 Seminar Credits: 3
- OL 618 Advanced Leadership Credits: 3
- OL 621 Financial Management Credits: 3
- OL 624 Talent Management Credits: 3
- OL 625 Executive Coaching Credits: 3
- OL 626 Leading Sustainability Credits: 3
- OL 627 Leadership: Keys to Mental and Physical Health Credits: 3
- OL 628 Leadership and Work-Family Balance Credits: 3
- OL 634 Leading Across Cultures Credits: 3
- OL 636 Research for Marketing Decisions Credits: 3

Total Credits: 15

Description

Learning Outcomes

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- OL 626 Leading Sustainability Credits: 3
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Total Credits: 15

Catalog ID:

Program Outcomes

Learning Outcome	Alignment to University Learning Outcomes

Targeted Professions

Companies see the need for leadership at all levels, in all geographies, and across all functional areas. This continuous need for new and better leaders has accelerated. In a world where knowledge doubles every year and skills have a half-life of 2.5 to 5 years, leaders need constant development. This ongoing need to develop leaders is also driven by both the changing expectations of the workforce

and the evolving challenges businesses are facing, including globalization and the speed and extent of technological change and innovation.

List closely related programs at WOU or other Oregon colleges and universities and the way in which this program complements other similar programs in other Oregon institutions and other related programs at WOU.

Please refer to Organizational Leadership Master's degree proposal.

Programs affected/consulted

No other programs are affected by these changes.

Briefly describe how the proposed program aligns with WOU's strategic priorities

WOU%u2019s mission (Appendix C) was revised in January 2017, and approved by the Oregon HECC in April 2017, and by WOU%u2019s institutional accrediting agency in July 2017. The primary emphasis of WOU%u2019s mission is to create lasting opportunities for student success through transformative education and personalized support. WOU is distinguished by its student-centeredness, personalized approach to a strong liberal arts education, and the high value it places on its role as an access institution in Oregon. WOU%u2019s strategic plan calls for the university to:

- Promote academic array that provides distinctive, high-quality programs (2.4.1).
- Promote high-quality, diverse and innovative models of program delivery that enhance both undergraduate and graduate student access and achievement (2.4.3)
- Promote interdisciplinary courses and degree programs that support collaborative and multidimensional educational experiences and pathways (2.4.4)
- Support growth of academic programs to include new and innovative degrees and certificates (5.1.3)

The Master of Arts in Organizational Leadership program supports the University%u2019s mission and strategic initiatives in four ways:

1. expands the array of high-quality graduate programs provided by the university;
2. provides an innovative model program delivery by both offering courses online and in-person;
3. promotes a collaborative and multidimensional education experience by having courses taught by faculty from a wide array of disciplines; and
4. increases access to higher education by offering both degree and certificate options at both the undergraduate (i.e., the Operational Leadership Certificate)and graduate levels.

Briefly describe how the proposed program meets regional or statewide needs and enhances the state%u2019s capacity to improve educational attainment in the region and state

This OL Master's program responds to the challenges in achieving the state%u2019s 40-40-20 goal by providing working adults the opportunity to enhance their knowledge and skills in areas that are directly transferable to their current and future employment while obtaining a graduate degree. The stackable curricular design also enhances accessibility to education for working adults as it enables students to make shorter-term, more manageable time and financial commitments to the educational process via earning certificates on the way to completing a full master's degree.

What is the plan to recruit students to this proposed new program? Have you established a marketing plan to promote this new program and informed MarCom? Please briefly describe the plan.

This certificate is embedded in the Organizational Leadership Master's degree which is currently being supported and marketed by MarCom. Once the proposal is approved, representatives from the OL program will meet with MarCom to discuss revising marketing materials to reflect the programmatic changes.

What is the budget source for the plan to attract new students to this proposed new program?

The Organizational Leadership program will continue to be marketed within the current University marketing budgets.

Will new sections of courses or additional hires be needed to offer this program? What are the faculty salary budget impacts of this proposed new program? Will additional facilities be required?

No new sections of courses or additional hires will be needed. There are no budgetary impacts and no new facilities will be needed.

Supporting Documents
Thumbnail	Name	Size	Actions

Related Courses:

No related courses found

Division chair decision:
✔ Yes by Kathy Cassity (2021-02-17 13:26:25)
Comments:
Division curriculum chair decision:
✔ Yes by David Foster (2021-02-17 13:27:40)
Comments:
Graduate Committee Decision: Pending:
Sent to Melanie Landon-Hays (haysm@wou.edu), Denise Thew (thewd@wou.edu), on: 2021-02-17 13:27:40
Senate Decision: Pending: Leigh Graziano (grazianol@wou.edu),
LAS Dean Decision: Pending: Kathy Cassity (cassityk@wou.edu),
Provost/VPAA Decision: Pending: Rob Winningham (winninr@wou.edu),
President Decision: Pending: Rex Fuller (rfuller@wou.edu),
Entered into appropriate systems by registrar's office: Pending: Amy Clark (clarkaj@wou.edu),
Entered into catalog: Pending: Susan Hays (hayss@wou.edu),