

## **ESTABLISHMENT OF A NEW PROGRAM FOR THE MASTER OF SCIENCE IN ORGANIZATIONAL LEADERSHIP**

### **Recommendation**

It is recommended that the Board of Governors establish a new degree program, the Master of Science in Organizational Leadership in the Mike Ilitch School of Business (MISB), effective Fall term, 2024.

### **Background**

Organizations are prioritizing leadership development with an annual investment of approximately \$60 billion ([Yemiscigil et al., 2023](#)). A recent content analysis conducted by LinkedIn to identify the most in-demand skills sought by employers, recruiters, and job posters were Management (1), Communications (2), and Leadership (4). The [World Economic World's 2023 Future of Jobs Report](#) reported that a key strategic priority for businesses from 2023 to 2027 will be leadership development, while the [2023 HR Trends Report](#) indicated that leadership development was companies' top three HR priorities. The [Bureau of Labor Statistics](#) projects that the overall employment in management occupations is expected to grow faster than the average for all occupations from 2022-2032 with roughly 1.1 million openings projected each year. In addition, employment for [top executives](#) is projected to grow as fast as the average for all occupations with a projected three percent increase from 2022-2032. Over the next decade, about 311,600 openings for top executives are projected each year.

### **Program Description**

The Management Department within MISB is positioned to effectively address the pressing leadership needs of employers by offering the Master of Science in Organizational Leadership (MS-OL) program. This specialty online master's program, designed in partnership with the [Management Industry Advisory Board](#), is structured to equip aspiring, emerging, and mid-level leaders with the skills to lead a diverse workforce and navigate uncertain and complex work environments. Both full-time and part-time plans of study are offered to allow students to complete the program in as little as 12 months or 18-22 months for working professionals.

### **Admission Requirements**

The proposed program will admit students with a U.S. bachelor's degree or equivalent. Two or more years of professional work experience is recommended but not required. The Grade Point Average required is an undergraduate GPA of 2.75 (on a scale of 4.0), with a 3.0 or above in their major field. GMAT Score: 550; GRE Equivalent (550 GMAT). GMAT waivers are given to highly qualified applicants. International students are required to have an acceptable Test of English as a Foreign Language (TOEFL) score based on the University TOEFL Requirements.

### **Curriculum Requirements**

The MS-OL is a 30-credit Plan C (course work only) program with curriculum divided into required (12 credits) and elective (18 credits) courses. This intentional balance allows students to acquire essential leadership competencies while also tailoring their learning experience to their specific needs. Specialized tracks within the program provide guidance for course selection and

the building of focused complementary competencies. These tracks include Strategic Thinking and Decision Making, Communication and Influence, and Leading in a Diverse and Inclusive Workplace. A special topics course allows for innovative and timely topics to be offered to further meet organizations' leadership development needs. The curriculum is composed of existing courses being offered at the graduate level by the Management Department. These courses are also open to students enrolled in MISB's M.B.A. program.

### **Graduation Requirements**

Candidates for the MS-OL degree must complete 30 credits of coursework with a minimal grade point average of 3.0. All coursework must be completed in accordance with the regulations of the Graduate School and MISB academic regulations governing graduate scholarships and degrees. Students enrolled in the program must complete the program within six years from the start date.

### **Program Administration**

The Director of Graduate Programs Office and the department chair will administer the program. The department chair will be responsible for overseeing the daily operations, administration, governance, financial activity, and academic oversight. The graduate programs office will be responsible for ensuring that each student receives proper academic advising. The graduate programs office and the department chair will recruit, review, and admit applicants. The department chair, in collaboration with the MS-OL Faculty Program Committee, will conduct program evaluations and oversee curriculum development.

### **Budget and Resource Requirements**

The Ilitch School of Business assumes all expenses. Full-time faculty will teach courses as part of their regular teaching load. Part-time faculty will be compensated according to the salary rates per the Union of Part-Time Faculty AFT Local 477 contract and current MISB practices. All program coursework consists of existing courses that have been taught at the graduate level by the Management Department. Courses will be open to all students in MISB's M.B.A. program, which will ensure sufficient course enrollment and allow for a variety of course offerings. Faculty resources and curriculum will be shared across the programs minimizing costs. Staff are shared across MISB graduate programs. The MS-OL program tuition will be a source of revenue. All students would pay in-state tuition, which is currently \$885.02 per credit hour. Projected enrollment is expected to be 15 students in the first year, 25 the second year, and stabilize at 30 in year three.

### **Accreditation**

All programs within MISB, including the new MS-OL program, are evaluated by the Association to Advance Collegiate Schools of Business (AACSB International) accreditation body.

### **Approvals**

The proposal was approved by the faculty of the Management Department, MISB's Faculty Senate and the Graduate Education Policy Committee (GEPC) of the Faculty Senate, MISB's Academic Assembly, the Dean of MISB, the New Programs Committee of the Graduate School, the Graduate Council, and the provost.