

# ORGANIZATIONAL LEADERSHIP UNDERGRADUATE MAJOR (BA, BS, HBA, HBS)

This program is available at the following locations:

- Corvallis
- Ecampus

Options available:

- Dean's Academy (<https://catalog.oregonstate.edu/college-departments/business/school-management-entrepreneurship-supply-chain/organizational-leadership-ba-bs-hba-hbs/deans-academy-option/>)
- International Business (<https://catalog.oregonstate.edu/college-departments/business/school-management-entrepreneurship-supply-chain/organizational-leadership-ba-bs-hba-hbs/international-business-option/>)

The Organizational Leadership curriculum helps prepare students for careers related to leading teams, projects, processes, and products. It provides students evidence-based instruction in the areas of organizational behavior, negotiations, team management, job design, evaluation and motivation of employees, human resource management, conflict management, employee stress, and work-life balance. In the core management coursework, students gain strategic communication and leadership skills, learn to run dynamic projects, and acquire the knowledge and skills that prepare them for finding, motivating, and leading talented employees.

As part of the major, students also engage in an experiential learning opportunity from a set of options. These opportunities include a professional internship, research project, international experience, mentoring course, and a project management practicum. The OL major also combines foundational coursework with a range of focused electives that allow students the ability to customize their major to meet their specific career interests.

Students interested in careers in Talent or Human Resource Management are encouraged to take MGMT 448 and MGMT 449. These courses, along with the core major coursework, are recognized by the Society of HR Management (<https://www.shrm.org/>) and help students prepare to take the SHRM-CP exam and become a SHRM Certified Professional.

The integrative focus of the organizational leadership program also provides excellent preparation for graduate-level studies in business, law, urban and regional planning, public services administration, and health care administration.

**Major Code: A018**

*Upon successful completion of the program, students will meet the following learning outcomes:*

- Apply conceptual frameworks from management research and practice to improve individual performance, enhance group dynamics, and foster a positive internal organizational climate.

- Apply project management methodologies to effectively manage organizational projects.
- Evaluate classical and modern theories and practices of leadership.
- Analyze the role of human resource management practices in shaping employee attitudes, behaviors, and outcomes.
- Interpret key theories, concepts, and best practices for influence and negotiation.

Degree requirements include university core education, business and major curricula. The business curriculum provides students with a broad overview of business; basic skills in accounting and quantitative methods; an understanding of the legal and social environment of business; a background in management and organizational behavior, marketing, finance, and operations management; an understanding of the entrepreneurial process; and the opportunity to integrate coursework and further develop decision-making skills through the analysis of business cases. The lower-division business curriculum involves completion of courses within the first and second year that build a solid foundation for the upper-division curricula.

Transitions to OSU and Introduction to Business coursework will depend on student type. At registration, an academic advisor will determine the most appropriate path.

1. Students entering OSU as their first college experience after high school will take a 100 Transitions course, BA 160, and a BA 16X series;
2. Students entering OSU COB as a second-year transfer student (approximately three years to graduation) will take a 300 Transitions course, BA 160, and BA 101Z; or
3. Students entering OSU COB as a third-year transfer student (approximately two years or less to graduation) will take a 300 Transitions course and BA 101Z.

Code	Title	Credits
<b>Summary of Requirements</b>		
Business Curriculum <sup>1</sup>		102-106
Organizational Leadership Curriculum		30
Unspecified Core Education <sup>1</sup>		22-26
Unrestricted Electives <sup>2</sup>		16-26
<b>Total Credits</b>		<b>180</b>

<sup>1</sup> Some courses in the Business Curriculum double-count with Core Education categories. Unspecified Core Education credits are not shared with the Business Curriculum

<sup>2</sup> Options and minors are available to provide specializations and fulfill unrestricted elective credits

## Business Curriculum

Code	Title	Credits
<b>Foundations of Business</b>		
<i>Introduction to Business</i>		
Third-year transfer students may be eligible to waive BA 160.		
BA 160	+COB CAREER AND MAJOR EXPLORATION	1
Dependent on entry level, students will take one of the following:		
BA 161 & BA 162	INNOVATION NATION—AWARENESS TO ACTION and INNOVATION NATION—IDEAS TO REALITY	4-6
BA 167 & BA 168	LAUNCH PAD I and LAUNCH PAD II	
BA 101Z	INTRODUCTION TO BUSINESS	

*Communications*

COMM 114	+*ARGUMENT AND CRITICAL DISCOURSE	3-4
or COMM 111Z	+*PUBLIC SPEAKING	
or COMM 218Z	+*INTERPERSONAL COMMUNICATION	
<i>Economics</i>		
ECON 201Z	+*PRINCIPLES OF MICROECONOMICS	4
ECON 202Z	+*PRINCIPLES OF MACROECONOMICS	4
<i>Mathematics</i>		
MTH 241	+*CALCULUS FOR MANAGEMENT AND SOCIAL SCIENCE	4
<i>Writing</i>		
WR 323	+*ADVANCED WRITING & ARGUMENTATION	3-4
or WR 227Z	+*TECHNICAL WRITING	
<b>Business Core</b>		
BA 169Z	DATA ANALYSIS USING MICROSOFT EXCEL	4
BA 211Z	PRINCIPLES OF FINANCIAL ACCOUNTING	4
BA 213Z	PRINCIPLES OF MANAGERIAL ACCOUNTING	4
BA 223	PRINCIPLES OF MARKETING	4
or BA 390	PRINCIPLES OF MARKETING	
BA 226Z	INTRODUCTION TO BUSINESS LAW	4
BA 240	FINANCE	4
BA 252	INTRODUCTION TO ORGANIZATIONAL BEHAVIOR <sup>1</sup>	4
BA 260	FOUNDATIONS OF THE ENTREPRENEURIAL MINDSET	4
BA 275	FOUNDATIONS OF STATISTICAL INFERENCE	4
BA 270	BUSINESS PROCESS MANAGEMENT	4
BA 347	INTERNATIONAL BUSINESS	4
BA 354	^ETHICS IN ORGANIZATIONS	4
BA 357	OPERATIONS AND SUPPLY CHAIN MANAGEMENT	4
BA 370	BUSINESS INFORMATION SYSTEMS OVERVIEW	4
BA 375	APPLIED QUANTITATIVE METHODS	4
BA 396	+MARKETS AS SOCIAL STATUS SYSTEMS	3
or BA 398	+SUSTAINABLE CAPITALISM: EXPLORING POWER, PROSPERITY, AND JUSTICE	
BA 466	INTEGRATIVE STRATEGIC EXPERIENCE	4
<b>Blueprint: Personal &amp; Professional Development</b>		
<i>Second Year</i>		
Third-year transfer students may be eligible to substitute BA 381 for second year Professional Development and Blueprint coursework.		
BA 281	PROFESSIONAL DEVELOPMENT	3
BA 282	DRAFTING YOUR CAREER BLUEPRINT	1
BA 283	NAVIGATING CRUCIAL CONVERSATIONS IN THE WORKPLACE	1
BA 284	FOUNDATIONS OF PERSONAL FINANCE I	1
<i>Third Year</i>		
BA 311	+FRAMING YOUR CAREER PLAN	1
BA 312	FOUNDATIONS OF PERSONAL FINANCE II	1
BA 313	A CASE FOR CIVIL DISCOURSE IN BUSINESS	1
<i>Fourth Year</i>		
BA 411	NAVIGATING CAREER TRANSITIONS	1
BA 412	FINANCIAL PLANNING I	1
BA 413	FINANCIAL PLANNING II	1
<b>Total Credits</b>		<b>102-106</b>

\* Baccalaureate Core course. Applies to general education requirements for undergraduate students in a catalog year up to 2024-2025

+ Core Education course. Applies to general education requirements for undergraduate students in catalog year 2025-2026 and beyond

^ Writing Intensive Curriculum (WIC) course

<sup>1</sup> Course requires a grade of C or higher

## Organizational Leadership Curriculum

Code	Title	Credits
<b>Required Core</b>		
MGMT 364	INTRODUCTION TO PROJECT MANAGEMENT	4
MGMT 452	LEADERSHIP THEORY AND PRACTICE	4
MGMT 453	HUMAN RESOURCES MANAGEMENT	4
MGMT 455	INFLUENCE AND NEGOTIATION	4
<b>Electives</b>		
Select a minimum of 12 credits from the following courses: <sup>1</sup>		12
BA 365	FAMILY BUSINESS MANAGEMENT	
BA 460	VENTURE MANAGEMENT	
BANA 270	INTRODUCTION TO BUSINESS ANALYTICS AND ARTIFICIAL INTELLIGENCE	
MGMT 446	CROSS-CULTURAL LEADERSHIP	
MGMT 448	RECRUITING & SELECTING TALENT	
MGMT 449	EFFECTIVE COMPENSATION SYSTEMS	
MGMT 450	INTRODUCTION TO MENTORING AND COACHING <sup>2</sup>	
MGMT 464	PROJECT MANAGEMENT PRACTICUM <sup>2</sup>	
MRKT 488	PROFESSIONAL SALES	
MRKT 495	RETAIL MANAGEMENT	
PSY 496	INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY	
Any COB 410 Internship course (eg. MGMT 410) <sup>2, 3</sup>		
<b>Experiential Learning (PRIME)</b>		
Select 2 credits from the following courses:		2
Any COB 004 Internship (eg. MGMT 004) <sup>3</sup>		
Any COB 403 Thesis (eg. MGMT 403)		
Any COB 405 Reading & Conference (eg. MGMT 405)		
Any COB 406 Projects (eg. MGMT 406)		
Any COB 409 Practicum (eg. MGMT 409)		
Any COB 410 Internship (eg. MGMT 410)		
BA 348	INTERNATIONAL EXCHANGE ORIENTATION	
& BA 349	and IMPACT OF CULTURE ON BUSINESS	
MGMT 450	INTRODUCTION TO MENTORING AND COACHING	
MGMT 464	PROJECT MANAGEMENT PRACTICUM	
<b>Total Credits</b>		<b>30</b>

<sup>1</sup> Some elective courses require a prerequisite grade of C or higher

<sup>2</sup> Course can be applied to either electives or experiential learning

<sup>3</sup> A maximum of 120 hours of work (the equivalent of 4 academic credits) from internship courses can be applied to the Organizational Leadership major requirements (experiential learning and electives). Extra credits from internship courses can be applied to unrestricted electives. Students may substitute a COB 004 Internship (eg. MGMT 004) course for the experiential learning requirement if they do not need an additional 2 credits to meet their 180 credit degree total

### Major Code: A018

*Degree plans are subject to change and the following is only an example of how students may complete their degree in four years. Students should consult their advisor to determine the best degree plan for them. Contact details for advisors can be found on the Academic Advising (<https://catalog.oregonstate.edu/advising/>) page.*

First Year		Credits
<b>Fall</b>		
BA 160	+COB CAREER AND MAJOR EXPLORATION	1
COMM 111Z	+*PUBLIC SPEAKING	3-4
or COMM 114	or +*ARGUMENT AND CRITICAL DISCOURSE	
or COMM 218Z	or +*INTERPERSONAL COMMUNICATION	
MTH 111Z	+*PRECALCULUS I: FUNCTIONS	4
Core Ed: Arts & Humanities General		3-4

Core Ed: Transitions		2
<b>Credits</b>		<b>14</b>
<b>Winter</b>		
BA 161	INNOVATION NATION--AWARENESS TO ACTION	3
BA 169Z	DATA ANALYSIS USING MICROSOFT EXCEL	4
ECON 202Z	+*PRINCIPLES OF MACROECONOMICS	4
MTH 241	+*CALCULUS FOR MANAGEMENT AND SOCIAL SCIENCE	4
<b>Credits</b>		<b>15</b>
<b>Spring</b>		
BA 162	INNOVATION NATION--IDEAS TO REALITY	3
ECON 201Z	+*PRINCIPLES OF MACROECONOMICS	4
WR 121Z	+*COMPOSITION I	4
Core Ed: Scientific Inquiry & Analysis		4
<b>Credits</b>		<b>15</b>
<b>Second Year</b>		
<b>Fall</b>		
BA 252	INTRODUCTION TO ORGANIZATIONAL BEHAVIOR	4
BA 260	FOUNDATIONS OF THE ENTREPRENEURIAL MINDSET	4
BA 281	PROFESSIONAL DEVELOPMENT	3
BA 282	DRAFTING YOUR CAREER BLUEPRINT	1
Core Ed: Arts & Humanities Global		3-4
<b>Credits</b>		<b>15</b>
<b>Winter</b>		
BA 211Z	PRINCIPLES OF FINANCIAL ACCOUNTING	4
BA 226Z	INTRODUCTION TO BUSINESS LAW	4
BA 275	FOUNDATIONS OF STATISTICAL INFERENCE	4
BA 283	NAVIGATING CRUCIAL CONVERSATIONS IN THE WORKPLACE	1
WR 323 or WR 227Z	+*ADVANCED WRITING & ARGUMENTATION or +*TECHNICAL WRITING	3-4
<b>Credits</b>		<b>16</b>
<b>Spring</b>		
BA 213Z	PRINCIPLES OF MANAGERIAL ACCOUNTING	4
BA 223 or BA 390	PRINCIPLES OF MARKETING or PRINCIPLES OF MARKETING	4
BA 240	FINANCE	4
BA 270	BUSINESS PROCESS MANAGEMENT	4
BA 284	FOUNDATIONS OF PERSONAL FINANCE I	1
<b>Credits</b>		<b>17</b>
<b>Third Year</b>		
<b>Fall</b>		
BA 311	+FRAMING YOUR CAREER PLAN	1
BA 347	INTERNATIONAL BUSINESS	4
MGMT 364	INTRODUCTION TO PROJECT MANAGEMENT	4
Core Ed: Difference, Power & Oppression Foundations		3-4
Core Ed: Scientific Inquiry & Analysis		4
<b>Credits</b>		<b>16</b>
<b>Winter</b>		
BA 312	FOUNDATIONS OF PERSONAL FINANCE II	1
BA 354	^ETHICS IN ORGANIZATIONS	4
BA 357	OPERATIONS AND SUPPLY CHAIN MANAGEMENT	4
BA 375	APPLIED QUANTITATIVE METHODS	4
Elective		2
<b>Credits</b>		<b>15</b>
<b>Spring</b>		
BA 313	A CASE FOR CIVIL DISCOURSE IN BUSINESS	1
BA 370	BUSINESS INFORMATION SYSTEMS OVERVIEW	4
Organizational Leadership Elective		4
Core Ed: Seeking Solutions		3-4
Elective		3
<b>Credits</b>		<b>15</b>

<b>Fourth Year</b>		
<b>Fall</b>		
BA 411	NAVIGATING CAREER TRANSITIONS	1
MGMT 453	HUMAN RESOURCES MANAGEMENT	4
MGMT 455	INFLUENCE AND NEGOTIATION	4
Electives		5
<b>Credits</b>		<b>14</b>
<b>Winter</b>		
BA 412	FINANCIAL PLANNING I	1
Organizational Leadership Elective		4
Organizational Leadership Elective		4
Experiential Learning		2
Elective		3
<b>Credits</b>		<b>14</b>
<b>Spring</b>		
BA 413	FINANCIAL PLANNING II	1
BA 396 or BA 398	+MARKETS AS SOCIAL STATUS SYSTEMS or +SUSTAINABLE CAPITALISM: EXPLORING POWER, PROSPERITY, AND JUSTICE	3
BA 466	INTEGRATIVE STRATEGIC EXPERIENCE	4
MGMT 452	LEADERSHIP THEORY AND PRACTICE	4
Elective		2
<b>Credits</b>		<b>14</b>
<b>Total Credits</b>		<b>180</b>

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