ORGANIZATIONAL LEADERSHIP AND LEARNING (BS)

This program was approved for students entering the university in the Summer 2024–Spring 2025 catalog year. For more information about catalog year, go to Catalog Year Information (http://catalog.louisville.edu/undergraduate/university-wide-unit-specific-policies/catalog-year/).

Bachelor of Science in Organizational Leadership and Learning
Unit: College of Education and Human Development (http://louisville.edu/education/)
Department: Educational Leadership, Evaluation and Organizational Development (http://louisville.edu/education/departments/eleod/)
Academic Plan Code(s): See Track Requirements tab.

Program Information

Beginning Fall 2024, this program can only be completed entirely online (http://louisville.edu/online/programs/bachelors/bachelor-of-science-in-organizational-leadership-and-learning/). *The Competency-Based Education Flex option is closed to admission.*

The Bachelor of Science in Organizational Leadership and Learning (OLL), formerly Workforce Leadership, is designed for working professionals who have extensive and documented work experience. It is a great option for adults seeking an extra edge in today's job market. If you are ready to finish your degree, we can help do it while you enhance your skills in leading people and organizations or plan for a new career.

This program offers academic flexibility; all program/major courses required for completion are routinely offered in accelerated format (e.g., during 3-week or 8-week terms). However, some options for general education (Cardinal Core) courses and/or Culminating Undergraduate Experience (CUE) courses may not be available in an accelerated format.

This program offers academic flexibility; all major specific courses required for completion are routinely offered online. Subject to demand, in-person courses are also offered, and are held outside of regular business hours (e.g., after 5pm on weekdays).

UofL also offers a BS in Organizational Leadership and Learning in Healthcare Leadership (http://catalog.louisville.edu/undergraduate/majors/oll-healthcare-bs/) program.

Degree Summary

Code	Title	Hours
General Education Requirements (http://catalog.louisville.edu/undergraduate/general-education-requirements/)		31
College/School Requirements		0
Program/Major Requirements		74-77
Track Requirements		12-15
Minimum Total Hours		**120**

Specific coursework information can be found on the Degree Requirements tab.

Departmental Admission Requirements

Prior extensive and documented work experience, or equivalent experiences as determined by the program faculty, or technical coursework in a training area or occupation is required.

For the Career and Technical Education track, applicants must also have completed requirements for a professional license. This program is designed for Kentucky certified teachers in Career and Technical Education to earn their Rank 1 certification.

General Education Requirements

Code	Title	Hours
General Education Requirements (http://catalog.louisville.edu/undergraduate/general-education-requirements/)		**31**

All degrees require the completion of the University-wide General Education Program (link provided above). Some General Education requirements may be met in the requirements for the major or supporting coursework, in which case additional electives may be required to complete the minimum hours for the degree.

Program/Major Requirements

Code	Title	Hours
Organizational Leadership and Learning Core		
LEAD 300	Prior Learning Assessment	3
LEAD 311	Needs Assessment	3
LEAD 316	Instructional Strategies and Group Facilitation Techniques	3
LEAD 341	Managing Projects in the Workplace	3
LEAD 411	Human Resource Fundamentals	3
LEAD 442	Supporting Organizational Change	3
LEAD 540	Program Exit Experience - CUE (http://catalog.louisville.edu/undergraduate/general-education-requirements/) [1]	3
LEAD 578	Workplace and Information Ethics	3
Track Requirements (see tab for specific course requirements)		**12-15**
Minimum Total Hours		**36-39**

Work Specialization & Electives

Code	Title	Hours
Work Specialization - Prior Learning Assessment [2,3]		**varies**
LEAD 290	Occupational Courses	2-42
LEAD 291	Occupational Learning	2-42

Code	Title	Hours
LEAD 390	Advanced Occupational Courses	2-18
LEAD 391	Advanced Occupational Learning	2-18
Electives		**2-44**
Minimum Total Hours		**48-53**

Exit Requirements: A minimum of 120 hours with an overall GPA of 2.25 is required for completion, with a 2.5 GPA required in the major courses. All major course grades must be a C- or better. Thirty-one hours of general education credit are required. A minimum of 50 hours of credit at the 300 level or above are required, along with satisfactory completion of the Program Portfolio.

Code	Title	Hours
Culminating Undergraduate Experience (Graduation requirement)		
Requirement fulfilled by completing:		
LEAD 540	Program Exit Experience - CUE (http://catalog.louisville.edu/undergraduate/general-education-requirements/)	

[1] Applications for LEAD 540 must be submitted by mid-term week of the semester prior to enrollment. All other core classes and at least one-half of the track courses must be completed prior to enrollment.

[2] LEAD 290, LEAD 291, LEAD 390, and LEAD 391 are the Work Specialization/Prior Learning Assessment (PLA) courses. A minimum of 9 hours of Work Specialization/Prior Learning Assessment (PLA) credit is required to satisfy degree requirements. However, students may earn a maximum of 48 credit hours cumulatively across all Work Specialization/Prior Learning Assessment (PLA) courses based upon their prior work experience. Depending upon students' number of awarded PLA credits and selected track, students may need elective coursework to reach the minimum 120 hours required for the degree.

[3] Students who have earned Prior Learning Assessment (PLA) credits from another major or program may not request PLA credit through the BS in Organizational Leadership and Learning major, without demonstrating additional work experience that was not previously awarded PLA hours. Total PLA credit hours counted toward a BS in OLL degree may not exceed 48 hours.

Track Requirements

Track in Career and Technical Education
Academic Plan Code(s): WFL_BS_CTE, WFL_BS_CTO

Code	Title	Hours
EDTP 420	Reading and Writing Across the Curriculum	3
LEAD 510	Teaching Career and Technical Education	3
LEAD 574	Using Productivity Tools	3
LEAD 596	Seminar	3
Select ONE of the following:		3
ECPY 507	Learning Theory and Human Growth and Development	
EDSP 540	Introduction to Exceptional Children	
EDSP 545	Exceptional Children in the Regular Classroom	
Minimum Total Hours		**15**

Applicants must have completed requirements for a professional license. This program is designed for Kentucky certified teachers in Career and Technical Education to earn their Rank 1 certification.
Mid-Point Assessment: Completion of 32 credit hours in the Career and Technical courses with an average GPA of 2.5 and a letter grade of C or better.
CTE Certification Assessment: Successful completion of KDE New Teacher Institute, CTE Concentration Courses, and Portfolio.
Praxis Disclaimer: Per 16 KAR 2:020, Praxis is not required for occupation-based teacher certification.
Rank Change: To apply for Rank 1 status, students must complete this Bachelor's degree program and submit CA-1 form to Kentucky Department of Education Office of Career and Technical Education Certification Specialist for submission to Education Professional Standards Board.

Track in Diversity, Inclusion, Community Engagement, and Equity
Academic Plan Code(s): WFL_BS_DIC, WFL_BS_DIO

Code	Title	Hours
LEAD 314	Diversity in the Workplace - SB (http://catalog.louisville.edu/undergraduate/general-education-requirements/), D1 (http://catalog.louisville.edu/undergraduate/general-education-requirements/)	3
LEAD 324	Antiracism: A Fundamental to a New System	3
LEAD 424	Organizational Partnership and Community Engagement	3
LEAD 460	Adult Learning and Diversity	3
Minimum Total Hours		**12**

Track in Interdisciplinary Early Childhood Education
Academic Plan Code(s): WFL_BS_ECE, WFL_BS_ECO

Code	Title	Hours
EDSP 427	Inquiry into Early Childhood Education and Child Development	3
EDSP 435	Administration and Consultation in Interdisciplinary Early Childhood Education	3
EDSP 438	Emergent Curriculum	3
EDSP 439	Guidance for Young Children	3
Minimum Total Hours		**12**

Track in Leadership, Training and Organizational Development (LTOD)
Academic Plan Code(s): WFL_BS_LTD, WFL_BS_LTO

Code	Title	Hours
Select FOUR courses from the list below:		12
LEAD 301	Individual Strategies for Success	

LEAD 312	Designing Learning	
LEAD 314	Diversity in the Workplace - SB (http://catalog.louisville.edu/undergraduate/general-education-requirements/), D1 (http://catalog.louisville.edu/undergraduate/general-education-requirements/)	
LEAD 332	Measuring and Evaluating Effectiveness	
LEAD 412	Coaching and Talent Development	
LEAD 420	Conflict Management in the Workplace	
LEAD 460	Adult Learning and Diversity	
LEAD 490	Leadership and Management	
LEAD 575	Instructional Technology	

Track in Counseling and Human Relations

Academic Plan Code(s): WFL_BS_CHO, WFL_BS_CHR

Code	Title	Hours
ECPY 304	Mental Health and the Helping Professions	3
ECPY 319	Theories of Counseling	3
ECPY 363	Culture, Social Justice, and Advocacy	3
ECPY 412	Stress, Coping & Resilience	3
ECPY 422	Emotional Intelligence	3
Minimum Total Hours		**15**

Track in Digital Leadership/IT

Academic Plan Code(s): WFL_BS_DLT, WFL_BS_DLO

Code	Title	Hours
LEAD 220	Data Analytics in Organizations	3
LEAD 256	Technology in Our World Today Level 1 - SB (http://catalog.louisville.edu/undergraduate/general-education-requirements/)	3
LEAD 257	Technology Industry Badges II	3
Select ONE course from list below:		3
LEAD 314	Diversity in the Workplace - SB (http://catalog.louisville.edu/undergraduate/general-education-requirements/), D1 (http://catalog.louisville.edu/undergraduate/general-education-requirements/)	
LEAD 412	Coaching and Talent Development	
LEAD 490	Leadership and Management	
Minimum Total Hours		**12**

Track in Project Management for the Modern Workforce

Academic Plan Code(s): WFL_BS_PMW, WFL_BS_PMO

Code	Title	Hours
LEAD 220	Data Analytics in Organizations	3
LEAD 314	Diversity in the Workplace - SB (http://catalog.louisville.edu/undergraduate/general-education-requirements/), D1 (http://catalog.louisville.edu/undergraduate/general-education-requirements/)	3
LEAD 412	Coaching and Talent Development	3
LEAD 490	Leadership and Management	3
Minimum Total Hours		**12**

Track in Human Resource Development

Academic Plan Code(s): WFL_BS_HRD, WFL_BS_HRO

Code	Title	Hours
Select FOUR courses from the list below:		**12**
LEAD 220	Data Analytics in Organizations	
LEAD 412	Coaching and Talent Development	
LEAD 420	Conflict Management in the Workplace	
LEAD 490	Leadership and Management	
LEAD 522	Promoting Workplace Health, Safety, and Security	
Minimum Total Hours		**12**