



# FORT HAYS STATE UNIVERSITY

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## LEADERSHIP PROGRAMS

### Master of Professional Studies Organizational Leadership Concentration Curriculum Guide

**The Master of Professional Studies (MPS) in Organizational Leadership** is a 30 credit-hour degree which provides students with an innovative curriculum focusing on the study of leadership in the context of modern organizations. The MPS in Organizational Leadership is intended to provide you with the knowledge and skills necessary to be effective in a variety of settings. First, you will develop a deep understanding of how organizations function and the role leaders at all levels must play to improve the performance of organizations. Second, you will become proficient in indispensable skills of interpersonal relations, problem solving, collaboration and team building, motivation, and communication, which are all necessary to be successful today. Third, you will gain critical research and analytic skill essential for diagnosing organizational issues and develop important practical skills essential for initiating and leading change in your organization, profession and beyond. As a graduate of the MPS in Organizational Leadership, you will find yourself well prepared for the challenges of the future.

Graduates of this program will be both valuable and marketable in a wide array of occupational fields. By enhancing your leadership, communication, analytic and problem-solving skills, this program will assist you in pursuing professional and personal goals. Application of this degree program is varied and limitless opening career opportunities and mobility within organizations. MPS in Organizational Leadership students will find themselves well prepared to be productive members of the 21st century workforce.

#### Contact us for more information:

-  (785) 628-4303
-  fhsuleaders@fhsu.edu
-  119 Rarick Hall, 600 Park Street, Hays KS 67601
-  [www.fhsu.edu/leadership](http://www.fhsu.edu/leadership)

#### Graduate Faculty Contact Information:

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Professor of Leadership Programs  
Graduate Program Coordinator  
785-628-4303, [bgoertze@fhsu.edu](mailto:bgoertze@fhsu.edu)

## Core Curriculum

## Credit Hours

<b>LDRS 660G</b>	<b>Global Leadership</b>	3
<b>LDRS 801</b>	<b>Theoretical Foundations of Leadership</b>	3
<b>LDRS 810</b>	<b>Qualitative Research Methods in Leadership</b>	3

The core curriculum of the MPS degree program in Organizational Leadership consist of three courses offering an immersive and dynamic exploration of leadership knowledge, global contexts and data analysis which are all key tools in equipping students to drive meaningful change. The core features *Global Leadership*, where students learn to navigate cultural complexities and leadership in diverse environments; *Theoretical Foundations of Leadership*, which examines historical and contemporary leadership theories that will foster a profound understanding of effective leadership capacities; and *Qualitative Research Methods*, whereby students develop analytical skills to assess nuanced and complex organizational challenges through rigorous, evidence-based research. This program is ideal for aspiring leaders who seek to inspire and create lasting impact in today's interconnected world.

### 9 CREDIT HOURS

## Organizational Leadership Concentration

## Credit Hours

<b>LDRS 802</b>	<b>Organizational Systems, Change, and Leadership</b>	3
<b>LDRS 807</b>	<b>Leadership in Teams and Collaborative Environments</b>	3
<b>LDRS 805</b>	<b>Organizational Inquiry</b>	3
<b>LDRS 811</b>	<b>Organizational Intervention Strategies</b> (Pre-requisites: LDRS 801 and 810)	3

The Organizational Leadership concentration area will challenge students to develop advanced knowledge of the discipline of organizational leadership and demonstrate superior communication and collaboration skills. Additionally, students will design and execute cutting edge research inquiries to provide organizational decision-makers with critical information necessary for enhancing individual, team, and organizational effectiveness.

### 12 CREDIT HOURS

## Free Electives (Select Two)

## Credit Hours

<b>LDRS 640G</b>	<b>Principles of Civic Leadership</b>	3
<b>LDRS 650G</b>	<b>Principles of Organizational Leadership</b>	3
<b>LDRS 670G</b>	<b>Leadership and Personal Development</b>	3
<b>LDRS 818</b>	<b>Ethical Leadership</b>	3
<b>LDRS 870</b>	<b>Readings in Organizational Leadership</b>	3
<b>BCOM 680G</b>	<b>Strategic Communications for Managing Diversity &amp; Inclusion</b>	3
<b>COMM 602G</b>	<b>Intercultural Communication</b>	3
<b>COMM 606G</b>	<b>Conflict Management through Communication</b>	3
<b>HESA 816</b>	<b>Governance and Finance in Higher Education</b>	3
<b>HESA 820</b>	<b>Leadership in Higher Education</b>	3
<b>IDS 802</b>	<b>Ways of Knowing in Comparative Perspective</b>	3
<b>IDS 815</b>	<b>Introduction to Data</b>	3
<b>IDS 816</b>	<b>Writing and Visualizing Data</b>	3
<b>MGT 601G</b>	<b>Project/Program Management</b>	3
<b>MGT 611G</b>	<b>Human Resource Management</b>	3
<b>MGT 614G</b>	<b>Training and Development</b>	3
<b>NURS 861</b>	<b>Complexity in Health Care Organizations</b>	3
<b>NURS 862</b>	<b>Administrative Management in Health Care Organizations</b>	3
<b>POLS 805</b>	<b>Global Challenges: 21st Century Promises and Perils</b>	3
<b>SOC 671G</b>	<b>Program Development &amp; Evaluation</b>	3

CONT.

## Free Electives (Cont.)

## Credit Hours

<b>SOC 679G</b>	<b>Community Theory and Development</b>	3
<b>SOC 680G</b>	<b>Nonprofit Organizations</b>	3
<b>SOC 681G</b>	<b>Non-Governmental Orgs: Global Social Innovation</b>	3
<b>SOC 870</b>	<b>Grant Writing</b>	3

Each student, in consultation with their major advisor, will tailor 6 credit hours of electives to meet his or her own specific needs, interest, and career goals. Our students are typically working adults with backgrounds in diverse settings. As a result, they often enter the program with a desire to complement their specific job-related functional skills demanded by today's competitive labor market. Below is a list of numerous, pre-approved courses that can be included in a student's program of study. Students must consult with advisors for approval of courses not presently on this list.

### 6 CREDIT HOURS

## Culminating Experience (Select One)

## Credit Hours

<b>LDRS 890</b>	<b>Internship in Organizational Leadership</b>	3
<b>LDRS 895</b>	<b>Research Project in Organizational Leadership</b>	3

All students will complete a 3 credit-hour, culminating experience project. Students can select between two primary options (research project or internship) which will be decided by the student in consultation with the advisor.

### 3 CREDIT HOURS

### 30 TOTAL DEGREE HOURS

#### Admission Requirements

- Undergraduate grade point average of 3.0 or above.
- Submission of all relevant application material to the Graduate School (see below).
  - Fall Semester Admission: must have completed admission packet on file at the Graduate School by **July 1**.
  - Spring Semester Admission: must have completed admission packet on file at the Graduate School by **December 1**.
- A complete application form and a \$40.00 non-refundable application fee.
- Online application stating that you choose the **Organizational Leadership** concentration within the **Master Professional Studies** degree program.
- Personal statement explaining how the program will meet your professional goals.
- Official transcript covering all coursework at each college or university that you have attended to date. (Each official transcript must be submitted directly from the college or university's Registrar to FHSU Graduate School).
- Two confidential letters of recommendation. These should be completed by your professors, immediate supervisors, or individuals familiar with your academic work.
- International students must furnish evidence of their ability to sufficiently use English in order to participate in graduate courses. Such evidence may be provided in the form of examinations given by recognized examining boards or in an optional form approved by the Graduate Dean.

\*After all required documents are received, the Graduate School will forward your records to the Leadership Programs for review. You will then be notified of your status in the Graduate School.

Contact Fort Hays State University's Graduate School for an application packet or further details at (785) 628-5578 or write Fort Hays State University Graduate School, Picken Hall 306, 600 Park Street, Hays, KS 67601 or online at <http://www.fhsu.edu/academic/gradschl>.