

ORGANIZATIONAL LEADERSHIP, B.A.

The Bachelor of Arts degree in Organizational Leadership (BOL) is only available to students on USC's regional campuses or online through Palmetto College. It is designed for students who seek a baccalaureate degree with an applied focus on leadership and who want a solid professional foundation to enter the workforce. The degree allows students to gain the knowledge and skills to prepare them for leadership roles in a variety of community settings, including non-profit organizations, businesses, local government, and public agencies. Students may choose to pursue an area of focus in Entrepreneurship with programs by completing certain courses within the major, as outlined in the Major Requirements.

Learning Outcomes

- Students will be able to demonstrate their knowledge of skills that make successful leaders in various organizational settings.
- Students in ENGL 463 will demonstrate the ability to write effective prose and/or develop and give a presentation in a professional setting.
- Students in PALM 493 will demonstrate the ability to be educated and participatory citizens of South Carolina and explain how their academic training has prepared them to be active state citizens.
- Students in PALM 494 and PALM 495 will demonstrate the ability to apply classroom learning to real-world experience in the public or private sector.

Admission and Graduation Standards

Students may apply to the Organizational Leadership Program after completion of at least 45 semester hours of accredited, college-level work. A minimum grade point of 2.0 is required for admission and graduation. As part of the application process, a specific Program of Study is developed by the student and the student's advisor and approved by the Program Committee. Any changes to the Program of Study must be approved by the advisor and Program Committee. All students must earn at least 30 USC hours after admission to this program. A minimum of 120 semester hours of accredited, college-level work must be presented to earn this degree.

Degree Requirements (120 hours)

The Bachelor of Arts in Organizational Leadership (BOL) is designed for students who want to study organizational leadership without a major in a single discipline.

Program of Study

| Requirements | Credit Hours |
|-------------------------|--------------|
| 1. Carolina Core | 32-44 |
| 2. College Requirements | 9-12 |
| 3. Program Requirements | 31-46 |
| 4. Major Requirements | 33 |

Founding Documents Requirement

All undergraduate students must take a 3-credit course or its equivalent with a passing grade in the subject areas of History, Political Science, or African American Studies that covers the founding documents including the United State Constitution, the Declaration of Independence,

the Emancipation Proclamation and one or more documents that are foundational to the African American Freedom struggle, and a minimum of five essays from the Federalist papers. This course may count as a requirement in any part of the program of study including the Carolina Core, the major, minor or cognate, or as a general elective. Courses that meet this requirement are listed here (<https://academicbulletins.sc.edu/undergraduate/founding-document-courses/>).

1. Carolina Core Requirements (32-44 hours)

CMW – Effective, Engaged, and Persuasive Communication: Written (6 hours)

must be passed with a grade of C or higher

- ENGL 101
- ENGL 102

ARP – Analytical Reasoning and Problem Solving (6 hours)

- any CC-ARP courses (<https://academicbulletins.sc.edu/undergraduate/carolina-core-courses/>)

SCI – Scientific Literacy (8 hours)

- any two CC-SCI courses (<https://academicbulletins.sc.edu/undergraduate/carolina-core-courses/>), must include two labs

GFL – Global Citizenship and Multicultural Understanding: Foreign Language (0-6 hours)

Demonstration of proficiency in one foreign language equivalent to the minimal passing grade on the exit examination in the 122 course is required. Students can demonstrate this proficiency by successfully completing Phase II of the Proficiency Test or by successfully completing the 122 course, including the exit exam administered as part of that course.

- CC-GFL courses (<https://academicbulletins.sc.edu/undergraduate/carolina-core-courses/>)

It is strongly recommended that students continuing the study of a foreign language begin college-level study of that language in their first semester and continue in that language until their particular foreign language requirement is completed.

GHS – Global Citizenship and Multicultural Understanding: Historical Thinking (3 hours)

- any CC-GHS course (<https://academicbulletins.sc.edu/undergraduate/carolina-core-courses/>)

GSS – Global Citizenship and Multicultural Understanding: Social Sciences (3 hours)

- any CC-GSS course (<https://academicbulletins.sc.edu/undergraduate/carolina-core-courses/>)

AIU – Aesthetic and Interpretive Understanding (3 hours)

- any CC-AIU course (<https://academicbulletins.sc.edu/undergraduate/carolina-core-courses/>)

CMS – Effective, Engaged, and Persuasive Communication: Spoken Component ¹ (0-3 hours)

- SPCH 140 or any CC-CMS course (<https://academicbulletins.sc.edu/undergraduate/carolina-core-courses/>)

INF – Information Literacy ¹ (0-3 hours)

- any overlay or stand-alone CC-INF course (<https://academicbulletins.sc.edu/undergraduate/carolina-core-courses/>)

VSR – Values, Ethics, and Social Responsibility ¹ (0-3 hours)

any overlay or stand-alone CC-VSR course (<https://academicbulletins.sc.edu/undergraduate/carolina-core-courses/>)

- ¹ **Carolina Core Stand Alone or Overlay Eligible Requirements** – Overlay-approved courses offer students the option of meeting two Carolina Core components in a single course. A maximum of two overlays is allowed. The total Carolina Core credit hours must add up to a minimum of 31 hours. Some programs may have a higher number of minimum Carolina Core hours due to specified requirements.

2. College Requirements (9-12 hours)

| Course | Title | Credits |
|---|----------------------------|-------------|
| PHIL 102 | Introduction to Philosophy | 3 |
| Select Foreign Language course (only if needed to meet 122-level proficiency) | | 0-3 |
| Select Arts and Sciences Electives (Must include two disciplines) | | 6 |
| Total Credit Hours | | 9-12 |

3. Program Requirements (31-46 hours)

Supporting Courses (27-30 hours)

| Course | Title | Credits |
|------------------------------|--|---------|
| Select one of the following: | | 3 |
| ECON 224 | Introduction to Economics | 3 |
| ECON 221 & 222 | Principles of Microeconomics and Principles of Macroeconomics | 3 |
| ENGL 463 | Business Writing | 3 |
| ITEC 264 | Computer Applications in Business I | 3 |
| MGMT 371 | Principles of Management | 3 |
| PALM 493 | South Carolina Studies (must be passed with a grade of C or higher) | 3 |
| PALM 494 or PALM 495 | Internship ¹ / Service-Learning | 3 |
| PCAM 205 | Foundations of Leadership (must be passed with a grade of C or higher) | 3 |
| PSYC 350 | Industrial Psychology | 3 |
| Select one of the following: | | 3 |
| PSYC 220 | Psychological Statistics (may not also be used to fulfill the Carolina Core ARP requirement) | 3 |
| SOCY 392 | Elementary Statistics for Sociologists (may not also be used to fulfill the Carolina Core ARP requirement) | 3 |

| | |
|----------|---|
| STAT 201 | Elementary Statistics (may not also be used to fulfill the Carolina Core ARP requirement) |
|----------|---|

Total Credit Hours **27**

- ¹ PALM 494 or PALM 495 must be passed with a grade of C or higher. Students wishing an area of focus in Entrepreneurship should take PALM 494.

Electives (1-19 hours)

Sufficient elective hours as needed to meet the 120-credit-hour requirement.

4. Major Requirements (33 hours)

a minimum grade of C is required in all major courses

Major Courses (33 hours)

Select 33 credits from the following lists, with at least 9 credits from each of the three categories, and at least 12 credits at the 400 level. No more than 15 hours combined from MGMT, ACCT, and ECON may be selected.

| Course | Title | Credits |
|---------------------------------------|---|---------|
| Employer and Employees | | |
| HRTM 344 | Personnel Organization and Supervision | 3 |
| MGMT 374 | Strategic Human Resource Management | 3 |
| MGMT 376 | Employee Engagement | 3 |
| MGMT 472 | Entrepreneurship and Small Business | 3 |
| PHIL 211 | Contemporary Moral Issues | 3 |
| PHIL 320 | Ethics | 3 |
| PSYC 360 | Applied Psychology | 3 |
| PSYC 420 | Survey of Developmental Psychology | 3 |
| PSYC 430 | Survey of Social Psychology | 3 |
| SOCY 304 | Race, Class, Gender, and Sexuality | 3 |
| SOCY 340 | Introduction to Social Problems | 3 |
| PALM 401 | Palmetto Senior Capstone Experience | 3 |
| Law, Policy, and Organizations | | |
| ACCT 324 | Survey of Commercial Law | 3 |
| ACCT 403 | Tax I | 3 |
| ECON 363 | Business Finance | 3 |
| ECON 379 | Government Policy Toward Business | 3 |
| HIST 405 | The Rise of Industrial America, 1877-1917 | 3 |
| HIST 469 | Constitutional History of the United States | 3 |
| HIST 470 | Constitutional History of the United States | 3 |
| JOUR 201 | Principles of Public Relations | 3 |
| MGMT 406 | International Human Resource Management | 3 |
| MGMT 473 | Developing and Launching New Ventures | 3 |
| POLI 201 | American National Government | 3 |
| POLI 370 | Introduction to Public Administration | 3 |
| POLI 365 | State Government | 3 |
| POLI 463 | The American Chief Executive | 3 |
| POLI 570 | South Carolina Government and Politics | 3 |
| SOCY 300 | Social Structures | 3 |
| Workplace Dynamics | | |
| ECON 406 | Labor Economics | 3 |
| ECON 415 | Economics of American Industry | 3 |
| MGMT 401 | Negotiation and Conflict in the Workplace | 3 |

| | | |
|----------|--------------------------------------|---|
| PHIL 324 | Business Ethics | 3 |
| POLI 368 | Interest Groups and Social Movements | 3 |
| POLI 465 | Psychology and Politics | 3 |
| PSYC 405 | Cognitive Psychology | 3 |
| PSYC 501 | Human Factors Psychology | 3 |
| RETL 330 | Asset Protection for Retailers | 3 |
| SOCY 311 | Ecology of Human Social Systems | 3 |
| SOCY 312 | Bureaucracy and Modern Society | 3 |
| SOCY 354 | Collective Behavior | 3 |
| SPCH 331 | Organizational Communication | 3 |

Note: Students that wish to have an area of focus in entrepreneurship are recommended to complete at least 15 hours of the major from among a specific sub-set of courses identified as related to entrepreneurship.

It is recommended that students should also take PALM 494 rather than PALM 495 to gain internship experience. PALM 494 does not count toward the 15 hours of Entrepreneurship courses. This area of focus in entrepreneurship designation does not appear on the student's academic transcript, nor on the diploma.

Major courses that are acceptable for credit toward this area of focus are identified in the academic bulletin by appearing with the designation (E) after the name of the course.

Major Map

A major map is a layout of required courses in a given program of study, including critical courses and suggested course sequences to ensure a clear path to graduation.

Major maps are only a suggested or recommended sequence of courses required in a program of study. Please contact your academic advisor for assistance in the application of specific coursework to a program of study and course selection and planning for upcoming semesters.

Organizational Leadership, B.A.