ACADEMIC ALERT #2009-17

DATE: **October, 2009**

DECISION: **College of Business and Management (CMB)**

New Post-baccalaureate Certificate in Leadership

Rationale
The new Post-baccalaureate Certificate in Leadership is a curriculum concept that was inspired by Walmart's expressed interest in a leadership-focused MBA curriculum for upper level managers. A series of Spring 2009 discussions with key Walmart personnel provided important background information about Walmart's goal to assist managers in strengthening their skills in traditional business discipline areas while also enhancing their leadership abilities. Based upon these discussions, the College of Management and Business' (CMB) Graduate Programs Team proposed the development of a Post-baccalaureate Certificate in Leadership that Walmart employees could take concurrently with CMB's Accelerated MBA program.

The elimination of the Post-baccalaureate Certificate in Managerial Leadership (see Academic Alert #2009-16) and the development of a new Post-baccalaureate Certificate in Leadership reflect the CMB Graduate Programs Team's judgment that the Post-baccalaureate Certificate in Managerial Leadership was outdated in relation to market needs. During the summer of 2009 the team identified the best and most appropriate constellation of leadership courses for the new certificate—taking into account current trends in the field of leadership, Walmart's perspective with respect to important leadership development areas, and the importance of maximizing the academic experience students— by making sure that the Post-baccalaureate Certificate in Leadership serves as a strong and well-integrated complement to the MBA program.

Senate Academic Planning Committee Approval: October 15, 2009

Program Authorizations: The Post-baccalaureate Certificate in Leadership is only available in Illinois and online.

IMPLEMENTATION DATE: Effective Winter Term, 2010

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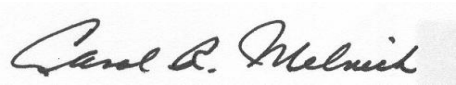
SIGNATURE



Carol R. Melnick, Ph.D.
Vice Provost

Admission Criteria
The admission requirements for the Post-baccalaureate Certificate in Leadership are the same as those for admission to the Accelerated MBA, MSM, MHA, and HRMD programs. They include: an undergraduate degree from an accredited institution, admissions application with written statement and resume, undergraduate GPA of at least 2.75, adequate scores on the writing assessment, and a minimum of three years of full-time professional, technical, or managerial work experience (or the equivalent in part-time work). An application fee and official transcripts from all colleges and universities attended also are required.

Transfer Credit Policy

Transfer credit will not be granted. Coursework completed at other institutions may not be transferred as credit toward the Post-baccalaureate Certificate in Leadership.

Dual Credit for MBA502 Organizational Behavior

MBA502 Organizational Behavior, satisfies 3SH credit in both the Accelerated MBA program and the Post-baccalaureate Certificate in Leadership.

MSM Completion Option

Post-baccalaureate Certificate in Leadership students may transfer all of their certificate program course credits toward completion of the Master of Science in Management (MSM) degree. Students who have completed requirements for the MSM are not allowed to take one extra course (MBA502 Organizational Behavior) in order to receive the Post-baccalaureate Certificate in Leadership. Therefore, the Post-baccalaureate Certificate in Leadership is not available to students who have completed the MSM degree.

New Post-baccalaureate Certificate in Leadership
The Post-baccalaureate Certificate in Leadership comprises five (5) courses that can be taken as a stand-alone curriculum or integrated with other graduate programs in CMB. Particular emphasis has been placed on ensuring that the Post-baccalaureate Certificate in Leadership serves as an effective augmentation of the MBA program; however, the certificate need not be taken in conjunction with the MBA program.

The CMB courses in this certificate are not new courses, but come from the existing MBA (Master of Business Administration) and MSM (Master of Science in Management) curricula. The five (5) leadership courses selected for this certificate are as follows.

MBA502 Organizational Behavior 3SH

MGT543 Assessment of Leadership in Organizations 3SH

MGT546 Organizational Design and Innovation 3SH

MGT551 Leadership and High Performance Teams 3SH

MGT553 Strategic Leadership in Organizations 3SH

Implementation
The new Post-baccalaureate Certificate in Leadership needs to be entered into CAPP and Banner.

The Office of Admission and Records (OAR), and staff in Enrollment, Recruitment, and Marketing need to be knowledgeable about the new Post-baccalaureate Certificate in Leadership.

The new catalog copy will be written and submitted to the Vice Provost and Assistant Registrar for Schedules and Catalogs to ensure that catalog copy is prepared and ready for the next catalog, 2010-2011.