

Senate Reference No. 25-23

MEMORANDUM

TO: 2025-2026 Senate Executive Committee
FROM: Alan Legg
Chair, Curriculum Subcommittee
DATE: 02/13/2026
SUBJECT: Organizational Leadership BS/MS 4+1 program

The Curriculum Subcommittee reviewed a proposal from ETCS for a 4+1 BS/MS program in Organizational Leadership. We find that the proposal requires no Senate review.

Thank you for the opportunity to review this proposal.

Approve	Oppose	Abstain	Absent	Present Non-Voting
Alan Legg			Steve Carr	Abe Schwab
Tara Lewis			Carl Drummond	Lucas Mollema
Terri Swim			Yanfei Liu	Tiffany Taylor-Smith
Cigdem Gurgur			Sabene Rizvi	Lacy Watson
Nurgul Aitalieva				

Graduate Academic Program Memo

Date: 11/11/25

From: Michael Kirchner

To: Sherif Elfayoumy and Carl Drummond

Re: Creation of a 4+1 B.S. in Organizational Leadership and an M.S. in Organizational Leadership

Brief description of the program:

The proposed 4+1 B.S. in Organizational Leadership and M.S. in Organizational Leadership is a 138-credit hour program which prepares students for middle and senior leadership roles across non-profit, government, and for-profit organizations.

Brief rationale for program request:

Today's students are seeking stackable credentials and accelerated opportunities to earn advanced degrees. By creating this 4+1, students will be exposed to the required coursework to be successful leaders in the workplace while having the necessary credentials to make them more competitive on the job market.

CIP Code: 52.0213

For completion by Office of Academic Affairs

<i>Michael Kirchner</i>	11/11/2025
<i>Department Chair Signature</i>	<i>Date</i>
DocuSigned by: <i>Sherif Elfayoumy</i>	1/29/2026
<i>School Dean Signature</i>	<i>Date</i>
DocuSigned by: <i>Abraham Schwab</i>	1/29/2026
<i>Director of Graduate Studies</i>	<i>Date</i>
DocuSigned by: <i>Carl Drummond</i>	1/30/2026
<i>Vice Chancellor for Academic Affairs Signature</i>	<i>Date</i>

PLEASE NOTE: The Office of Academic Affairs will collect electronic signatures from the Chair, Dean, and Vice Chancellor for Academic Affairs after the form has been filled out and submitted to the Associate Vice Chancellor for Academic Programs with the rest of the program proposal.

Proposal for Graduate Multiple Degree Combined Program (New, Revision, or Expiration)

Please complete each question below. Your proposal should be approved by your department- and college-level committees before being sent to the OAA, specifically the Associate Vice Chancellor for Academic Programs (AVCAP). Of course, the AVCAP is available to answer questions or provide guidance/feedback on your proposal anytime during the process.

1. Proposal Type – New Multiple Degree Program
2. Title: BS in Organizational Leadership and MS in Organizational Leadership
3. College: ETCS
4. 2nd College (if more than one involved): N/A
5. Department: N/A
6. 2nd Department (if more than one involved): N/A
7. International University (if applicable): N/A
8. Proposed Date of Initiation – Effective Term: Fall, 2026

THE POLICY AND GUIDELINES (appendix H and I)

LINK: <https://catalog.purdue.edu/content.php?catoid=7&navoid=2914>

LINK: <https://catalog.purdue.edu/content.php?catoid=7&navoid=2948>

9. Method(s) of Delivery: *On Campus*
 - a. If hybrid, explain: N/A

PROPOSAL

10. Summary:

The proposed 4+1 B.S. Organizational Leadership and M.S. in Organizational Leadership is a 138-credit hour program which prepares students for middle and senior leadership roles across non-profit, government, and for-profit organizations.

11. List of Specific Degrees to be Conferred:

B.S. in Organizational Leadership

M.S. in Organizational Leadership

12. Provide RATIONALE and NEED for offering the combined degree program. Include a description of the impact and benefits of the proposed program and the

relationships of the proposed program to the mission and scope of the campus, to already existing campus programs, and to human resource supply and demand.

The accelerated 4+1 program offering students a B.S. in Organizational Leadership and an M.S. in Organizational Leadership aims to fill critical knowledge and skills gaps in the region by developing students' capacity to both develop talent and lead organizations across a range of industries and organizations. To understand employment needs, we consulted Indiana Top Jobs (ranks need by the number of stars; 5 = highest need), and Onetonline.org (uses "Bright Outlook" to indicate jobs that are growing at a rate higher than the average). The 4+1 program prepares:

- students more quickly for jobs needed right now in Indiana for those with a bachelor's degree such as General & Operations Manager (5 stars), Compensation, Benefits, & Job Analyses Specialist (4 stars; Bright outlook), Facilities Manager (4 stars), Purchasing Manager (4 stars), Talent Director (3 stars, Bright outlook) or Manager (5 stars); and
- students with a Master's degree for openings in jobs such as Human Resource Manager (4 stars, Bright outlook), Compensation & Benefits Manager (3 stars, Bright outlook), Organizational Development Analyst (Bright outlook), and Training and Development Managers (4 stars, Bright outlook).

The following benefits are outlined for students, the campus, and the region.

For Students:

- Faster credentialing & lower cost per credential. Students earn an advanced degree in less time and usually for less total tuition than doing degrees separately, lowering debt and accelerating entry into higher-paying or leadership-track roles
- Stronger career readiness. Integrated curriculum that blends applied leadership, talent development, and organizational strategy produces graduates with immediately usable skills (talent systems, coaching, change management, data-informed HR)
- Upskilling & mobility. The pathway supports working adults (manufacturing supervisors, healthcare leads, public-sector managers) to upskill without pausing careers, improving retention in regional firm
- Attraction & retention. A clear accelerated pathway is attractive to high-achieving local students who might otherwise leave the region for graduate school; returning grads increase local talent density.

For Purdue University Fort Wayne:

- Enrollment & revenue stabilization. Accelerated, stackable pathways attract both recent undergrads and adult learners, increasing enrollment and improving yield from admitted students
- Stronger employer partnerships. Co-op, internship, and applied capstone opportunities deepen industry ties, enabling grant and contract opportunities
- Program differentiation. A combined degree is a marketable program differentiator for regional universities competing for students and employer partnerships

For Employers and Region:

- Faster pipeline of mid-level leaders; employers get more candidates who can manage teams, lead learning programs, implement workforce development, and align talent strategy with business goals
- Reduced training time/cost; graduates' practical skills reduce employer onboarding and development costs
- Support for industry transformation; sectors undergoing digitalization (manufacturing, logistics, healthcare, education) benefit from leaders trained in change management and talent analytics
- Economic multiplier. More local leaders supports higher productivity, business expansion, and greater ability to attract outside investment
- Public-sector capacity building; nonprofits, K–12 districts, and local government benefit from leaders trained in organizational effectiveness and human capital strategy

13. Objectives:

B.S. in Organizational Leadership and an M.S. in Organizational Leadership

- Understand contemporary issues and theories in the areas of leadership, human resources systems, and talent development
- Show an awareness of the cultural context of organizations; demonstrate their ability to work with others
- Design, implement, and evaluate talent management interventions
- Understand the professional and ethical implications and responsibilities of organizational leadership and talent development
- Communicate effectively in written, verbal, and technological environments
- Engage in self-reflection for professional and personal development

14. Proposed Program Structure

- a. Admission Requirements and Process:

The program will follow all PFW undergraduate admission requirements; OL graduate admission required before students take overlapping courses. Undergraduate students must have completed a minimum of 60 credit hours and have an undergraduate GPA of 3.0 or higher before starting overlapping courses.

b. Degree Requirements:

B.S. in Organizational Leadership: 3.0 GPA; 120 credit hours fulfilling bachelor's degree requirements, i.e., General Education requirements, supporting courses, OL Core and Major courses, OL electives, technical support requirements; also must earn a grade of C- or better in ENGL 13100, ENGL 23301 (or approved substitute), required General Education courses with a cumulative 2.5 GPA in this area, and each OL course with a cumulative 3.0 GPA in this area.

M.S. in Organizational Leadership: 3.0 GPA; 30 credit hours in courses outlined below

15.

a. Scope, Size of the Program:

Over the last five years, several OL graduate students matriculated from our undergraduate program after completing their degree. Student athletes in particular have pursued the post-baccalaureate certificate to obtain an additional credential while remaining connecting to their respective athletics program. Since Fall 2021, the M.S. in Organizational Leadership program has consistently had students from PFW undergraduate programs. With the combined degree program, we expect at least 10 students to pursue this option within three years of the program's initiation. See Table 1 below for estimated enrollments.

16.

a. Administrative Structure -- Include a description of the curriculum for the program, including plans of study for each of the separate programs, with specific notations of courses (numbers and titles) to be used to fulfill requirements for each program in the combined plan.

Students in this program will complete all degree requirements for their B.S. in Organizational Leadership and the M.S. in Organizational Leadership. 12 credits (4 graduate-level classes) will count towards both, resulting in at least 120 credits towards the B.S., 30 credits towards the M.S., and at least 138 credits overall. The table below shows the overlapping courses; each graduate course will count towards the M.S. Core Requirements.

B.S. in Organizational Leadership	M.S. in Organizational Leadership
OL elective	OLS 51000 Foundations Of Behavior And Leadership In Organizations
OL elective	OLS 51500 Foundations Of Human Resources
Unrestricted elective	OLS 52000 Foundations Of The Organizational Context
OL elective	OLS 52500 Organizational Analysis And Action

- b. Example plans of study showing overlap (this can be listed or attached as a separate file)

See Appendix A.

17. Sustainability and Impact on the State and Region:

The combined degree programs will function within the current parameters of the current undergraduate and graduate programs, minimizing any new or additional administrative processes while offering a cost-effective way for students to gain advanced expertise in organizational leadership and talent development.

The accelerated 4+1 Bachelor of Science in Leadership and Talent Development and Master of Science in Organizational Leadership program will have a significant positive impact on both Northeast Indiana and the state as a whole. By enabling students to earn two degrees in five years, the program reduces time and cost to credential, helping Indiana meet its postsecondary attainment goals while producing highly skilled leaders ready to enter the workforce sooner. Graduates will be equipped with the applied leadership, talent management, and organizational development skills that are in high demand across key industries such as manufacturing, healthcare, logistics, and education. In Northeast Indiana, the program directly supports regional workforce strategies by addressing leadership gaps, retaining local talent, and empowering working professionals to advance within their organizations. Through close partnerships with employers, the program also strengthens university–industry collaboration, ensuring students gain real-world experience while businesses benefit from a pipeline of capable leaders. Collectively, this initiative enhances the region’s economic vitality, supports statewide talent development priorities, and builds long-term leadership capacity critical to Indiana’s competitiveness.

18. Staffing and Infrastructure - Describe the resources over and above present levels required to initiate the program (space and other physical needs, faculty and staff, fiscal needs, other).

No additional resources are needed to initiate the program. The combined degree program is comprised entirely of courses already being taught in the department and will be administratively supported through the preexisting staff.

- a. Additional Requirements:

None.

Graduate School and Graduate Program Requirements:

<https://www.purdue.edu/gradschool/prospective/gradrequirements/index.html>

Table 1
ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY
Date: 10/10/2025

Institution/Location: Purdue University Fort Wayne

Program: B.S. in "Leadership & Talent Development" & M.S. in "Organizational Leadership"

	Year #1	Year # 2	Year # 3	Year # 4	Year # 5
	<u>FY 2026</u>	<u>FY2027</u>	<u>FY 2028</u>	<u>FY 2029</u>	<u>FY 2030</u>
Enrollment Projections (Headcount)					
Full-Time	<u>6</u>	<u>12</u>	<u>18</u>	<u>18</u>	<u>18</u>
Part-Time	<u>12</u>	<u>24</u>	<u>36</u>	<u>48</u>	<u>60</u>
Total	<u>18</u>	<u>36</u>	<u>54</u>	<u>66</u>	<u>78</u>
Enrollment Projections (FTE)					
Full-Time	<u>6</u>	<u>12</u>	<u>18</u>	<u>18</u>	<u>18</u>
Part-Time	<u>6</u>	<u>12</u>	<u>18</u>	<u>24</u>	<u>30</u>
Total	<u>12</u>	<u>24</u>	<u>36</u>	<u>42</u>	<u>48</u>
Degree Completions Projection	<u>0</u>	<u>0</u>	<u>3</u>	<u>6</u>	<u>10</u>

CHE Code: 12-XX

Campus Code: XXXX

County: XXXX

Degree Level: XXX

CIP Code: Federal - 000000; State - 000000

APPENDIX A. Organizational Leadership, 4+1 (B.S. in Organizational Leadership and M.S. in Organizational Leadership) 5-Yr Plan

B.S. in Organizational Leadership=120 credits; M.S. in Organizational Leadership=30 credits

12 credit hours applied to both B.S. and M.S. Total Credits: 138

<p>Fall 1st Year: 15 credits</p> <p>ENGL 13100 Cr. 3. (Gen Ed A1 elective) SOC 16101 Cr. 3. (Gen Ed B5 elective) Gen Ed B4 elective Cr. 3. OLS 25200 Cr. 3. Gen Ed B6 elective Cr. 3.</p> <p>Spring 1st Year: 15 credits</p> <p>COM 11400 Cr. 3. (Gen Ed A2 elective) OLS 26800 Cr. 3. OLS 28000 Cr. 3. MA 15300 or MA 14000 Cr. 3. (Gen Ed A3 elect) Gen Ed B7 elective Cr. 3.</p>	<p>Fall 2nd Year: 15 credits</p> <p>OLS 27400 Cr. 3. OLS 37500 Cr. 3. Gen Ed B8 elective Cr. 3. ECON 20000 or ECON 20101 Cr. 3. PSY 12000 Cr. 3. (Gen Ed B5 elective)</p> <p>Spring 2nd Year: 15 credits</p> <p>OLS 37600 Cr. 3. ENGL 23301 Cr. 3. COM 32400 or COM 32300 or COM 30300 Cr. 3. OLS 32400, OLS 326 or CS 30600 Cr. 3. OLS B.S. Concentration or Minor Cr. 3.</p>
<p>Fall 3rd Year: 15 credits</p> <p>OLS Elective 1 Cr. 3. OLS 47400 Cr. 3. OLS B.S. Concentration or Minor Cr. 3. BUS 20000 or BUS 20100 Cr. 3. STAT 30100 or CRIM 30000 or PSY 20100 Cr. 3.</p> <p>Spring 3rd Year: 15 credits</p> <p>OLS 45400 Cr. 3. OLS 47500 Cr. 3. OLS B.S. Concentration or Minor Cr. 3. OLS B.S. Concentration or Minor Cr. 3. Gen Ed A1- B8 elective Cr. 3.</p>	<p>Fall 4th Year: 15 credits</p> <p>OLS 48500 Cr. 3. OLS B.S. Concentration or Minor Cr. 3. OLS Elective 2--OLS 51000 Cr. 3. OLS B.S. Concentration or Minor Cr. 3. Unrestricted Elective Cr. 3.</p> <p>Spring 4th Year: 15 credits</p> <p>OLS Elective 3--OLS 51500 Cr. 3. Unrestricted Elective 1--OLS 52000 Cr. 3. OLS Elective 4--OLS 52500 Cr. 3. Unrestricted Elective 2 Cr. 3. Unrestricted Elective 3 Cr. 3.</p>
<p>Fall 5th Year</p> <p>OLS 53010 or COM 58200 or EDU 50301 Cr. 3. OLS Elective 3--OLS 59000 Cr. 3. OLS M.S. Concentration Cr. 3. OLS M.S. Concentration Cr. 3.</p>	<p>Spring 5th Year</p> <p>OLS M.S. Concentration Cr. 3. OLS M.S. Concentration Cr. 3.</p>

NOTE: undergraduate courses (green), dual credit courses (blue), graduate courses (maroon)

Liaison Librarian Memo

Date:

From:

To:

Re:

Describe availability of library resources to support proposed new program:

Comments:



Liaison Librarian Signature *11-11-2025*
Date