



Alabama Commission on Higher Education

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New Program Proposal

Primary Contact Information

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Program Information

Date of Proposal Submission: 4/16/2026
Award Level: Bachelor's Degree
Award Nomenclature (e.g., BS, MBA): [B.A.](#)
Field of Study/Program Title: [Organizational Leadership](#)
CIP Code (6-digit): [52.0213](#)
Delivery Method (Main campus, Online, or Both): [Both](#)

Administration of the Program

Name of Dean: [Dean not yet named.](#)
Name of College/School: [School of Leadership and Policy](#)
Name of Chairperson: [N/A](#)
Name of Department/Division: [N/A](#)
Name of Representative for Proposal (if not chair): [Dr. Joseph Smith](#)

Implementation Information

Proposed Program Implementation Date: 8/16/2027
Anticipated Date of Approval from Institutional Governing Board: 4/17/2026
Anticipated Date of ACHE Meeting to Vote on Proposal: 9/11/2026
SACSCOC Sub Change Requirement (Notification, Approval, or NA): NA
Other Considerations for Timing and Approval (e.g., upcoming SACSCOC review):



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I. Program Description

A. Concise Program Summary (one paragraph) to be included in ACHE Agenda:

The B.A. in Organizational Leadership integrates theory, skills, and practice to prepare students for principled and effective leadership across diverse organizational settings. Students build a strong foundation in leadership models, organizational theory, and ethical decision-making, while developing practical competencies in communication, team dynamics, and financial stewardship. Through hands-on labs, case studies, and applied projects, they practice leading with self-awareness and strategic insight. The program culminates in a capstone experience that synthesizes learning through real-world organizational analysis and change planning. Electives allow students to tailor their studies toward their own interests and career goals. We will begin offering the degree program on campus in fall 2027 and plan to offer the program via distance education one or two years later.

A.1. Describe the purpose of the program and how the program's purpose is related to the mission and goals of the department, college, and University.

The purpose of the proposed B.A. in Organizational Leadership is to prepare students to lead effectively, ethically, and adaptively across diverse organizational settings. Grounded in leadership theory, team dynamics, organizational analysis, and practical skill development, the program equips students to translate knowledge into action and to guide mission-driven initiatives with clarity and integrity. This purpose aligns directly with The University of Alabama's mission to advance the intellectual and social condition of the state, nation, and world through high-quality teaching, research, and service. By cultivating ethically conscious, well-rounded leaders who are trained in practical skills including communication, organizational analysis, financial stewardship and are capable of navigating complexity, the program embodies the University's core values and supports its strategic goal of offering distinctive curricular programs that enhance societal development. Through experiential learning, ethical reasoning, and interdisciplinary engagement, the Organizational Leadership major contributes to a student-centered academic community committed to improving the quality of life for all.

B. Specific Rationale (Strengths) for the Program

List three (3) to five (5) strengths of the proposed program as a specific rationale for recommending approval of this proposal.

1. **Comprehensive coverage of organizational leadership.** The curriculum delivers holistic training across interpersonal, financial, ethical, communication, and analytical domains, enabling graduates to diagnose organizational



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problems, design evidence-based interventions, and manage people and resources effectively.

2. **Leadership taught as a transferable practice.** The program focuses directly on leadership, emphasizing transferable theories, adaptive skills, and reflective practice so graduates can apply leadership tools across nonprofits, government, business, and community contexts.
3. **Strategic market differentiation and recruitment appeal.** This major differentiates The University of Alabama by attracting high-aspiring applicants seeking practical leadership training, offering labs, an applied research capstone, and integrated financial and ethical preparation that boost appeal for ambitious students.

C. External Support (Recommended)

List external entities (more may be added) that may have supplied letters of support attesting to the program's strengths, and attach letters with the proposal at the end of this document.

1. [Insert Text]
2. [Insert Text]
3. [Insert Text]

D. Student Learning Outcomes

List four (4) to seven (7) of the student learning outcomes of the program.

1. Apply major leadership theories to analyze organizational challenges and recommend context-sensitive approaches.
2. Demonstrate effective team leadership and interpersonal skills in collaborative organizational settings.
3. Apply ethical leadership frameworks to analyze dilemmas and recommend responsible courses of action.
4. Synthesize leadership learning to diagnose organizational challenges and propose actionable solutions.

Attach an Assessment Plan for the proposed program to include the student learning outcomes, assessment measures, and a curriculum map.



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Similar Programs at Other Alabama Public Institutions

List programs at other Alabama public institutions of the same degree level and the same (or similar) CIP codes. If no similar programs exist within Alabama, list similar programs offered within the 16 SREB states. If the proposed program duplicates, closely resembles, or is similar to any other offerings in the state, provide justification for any potential duplication.

CIP Code	Degree Title	Institution with Similar Program	Justification for Duplication
	B.S. in Organizational Leadership	University of South Alabama	The BA in Organizational Leadership differs from the one other in-state offering at the University of South Alabama because this program will be offered both on-campus and online. The program will be developed with a main campus focus, with the intent of adapting to an online delivery mode. The University of Alabama will offer a Bachelor of Arts, as opposed to a Bachelor of Science.

E. Relationship to Existing Programs within the Institution

Nearly all new programs have some relationship to existing offerings through shared courses, faculty, facilities, etc. Is the proposed program associated with any existing offerings within the institution, including options within current degree programs? **Yes** ☒ **No** ☐

If **yes**, please describe these relationships, including whether or not the program will replace or compete with existing offerings: (**Note:** If this is a graduate program, list any existing undergraduate programs which are directly or indirectly related. If this is a doctoral program, also list related master's programs.)

The BA in Organizational Leadership is supported by existing course offerings in Math, Statistics, Economics, Communication Studies, Management, and Political Science. That is, the degree requirements include:

- EC 110: Principles of Microeconomics or EC 112: Principles of Microeconomics (honors);
- MATH 111: Introduction to Data Science or ST 260: Statistical Data Analysis;
- COM 350: Organizational Communication;
- MGT 300: Organizational Behavior and Theory or PSC 362: Organization Theory.

In addition, the School of Accountancy will develop a course in financial stewardship to be included as a required course.

The Department of Communication Studies at UA currently offers a minor in Leadership Communication. The proposed Organizational Leadership degree will incorporate one required course, COM 350: Organizational Communication, from the Leadership Communication program.



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The proposed Organizational Leadership B.A. is not substantially similar to and will not complete with any existing programs at UA.

If **not**, please describe how the institution plans to support a program unrelated to existing offerings.

F. Collaboration

Have any collaborations **within your institution** (i.e., research centers, across academic divisions, etc.) been explored? Yes ☒ No ☐

If **yes**, provide a brief explanation of the proposed collaboration plan(s) for the program:

The study of leadership is inherently interdisciplinary, and this degree program reflects that by incorporating courses in Math, Statistics, Economics, Communication Studies, Accounting, Management, and Political Science. It is expected that additional collaboration will develop as the program evolves and matures.

Have collaborations with **other institutions or external entities** (i.e., local businesses, industries, etc.) been explored? Yes ☐ No ☒

If **yes**, provide a brief explanation of the proposed collaboration plan(s) for the program:

G. Programmatic (Specialized) Accreditation

Select the appropriate program accreditor from the drop-down menu below:

None

Provide a detailed timeline for gaining accreditation (i.e., when will full candidacy be reached?):

H. Professional Licensure

Will the program be considered a Professional Licensure Program based on the following definition: Yes ☐ No ☒

Professional Licensure Program: As defined in federal regulations, an instructional program that is designed to meet educational requirements for a specific professional license or certification that is required for employment in an occupation or is advertised as meeting such requirements.

If **yes**, please explain:

Select the appropriate licensure body from the table below:

Choose an item.

Select the appropriate license from the table below:

Choose an item.



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I. Professional Certification

Will students earn industry certifications while completing the degree or be prepared for industry certifications upon graduation? **Yes** ☐ **No** ☒

If **yes**, please explain:

J. Admissions

Provide any additional admissions requirements beyond the institution's standard admissions process/policies for this degree level. Include prerequisites, prior degrees earned, etc.

N/A

K. Mode of Delivery

Provide the planned delivery format(s) of the program as defined in policy (i.e., in-person, online, hybrid). Please also note whether any program requirements can be completed through competency-based assessment.

In-person (main campus) and distance education.

No program requirements can be completed through competency-based assessment.

Can students complete the entire degree program through distance education (100% online) based on the following definition? **Yes** ☒ **No** ☐

Distance Education: An academic program for which required instructional activities can be completed entirely through distance education modalities. A distance education program may have in-person requirements that are non-instructional (e.g., orientation, practicum).

L. Instructional Site(s)

Provide the planned location(s) where the program will be delivered (i.e., main campus, satellite campus, off-campus site.) If the program will be offered at an off-campus site, provide the existing site name or submit an **Off-Campus Site Request** if new.

Main Campus

Will more than 50% of this program be offered at an off-campus site(s) **Yes** ☐ **No** ☒

If **yes**, which sites?

M. Industry Need

Using the federal **Standard Occupational Code (SOC) System**, indicate the top three occupational codes related to post-graduation employment from the program. A full list of SOC codes can be found at <https://www.onetcodeconnector.org/find/family/title#17>.

Please include the number and title for each SOC.



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Leadership is a set of skills and behaviors that is needed across almost every type of industry and organization. Perhaps the best indicator of need for personnel trained in leadership is the Bureau of Labor Statistics projection that personnel needed in Management Occupations ("Workers in these occupations establish plans and policies, direct business activities, and oversee people, products, and services") will grow faster than average from 2024-34.

SOC 1 (required): 13-1111 – Management Analyst.

O*NET-SOC Description: Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants.

SOC 2 (required): 11-1021 General and Operations Managers.

O*NET-SOC Description: Plan, direct, or coordinate the operations of public or private sector organizations, overseeing multiple departments or locations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Usually manage through subordinate supervisors.

SOC 3 (required): 11-3121 Human Resources Managers

O*NET-SOC Description: Plan, direct, or coordinate human resources activities and staff of an organization.

Briefly describe how the program fulfills a specific industry or employment need for the State of Alabama. As appropriate, discuss alignment with Alabama's Statewide or Regional Lists of In-Demand Occupations (<https://www.ache.edu/index.php/policy-guidance/>) or with emerging industries as identified by Innovate Alabama or the Economic Development Partnership of Alabama (EDPA).

As noted above, the Organizational Leadership degree is not targeted at any particular industry. It will serve the state's need for trained personnel by training future leaders to take on management roles in all occupational categories. The ACHE list of Alabama Demand Positions for 2024-25 lists 14 types of managers that are in demand. The Region 1 list of Demand Occupations lists 94 types of managers in demand.

All three of the SOC codes listed above (Management Analyst, General and Operations Manager, and Human Resources Manager) are in-demand positions in Alabama and in Region 1.



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N. Additional Education/Training

Please explain whether further education/training is required for graduates of the proposed program to gain entry-level employment in the SOC occupations selected above.

O. Student Demand

Please explain how you projected the student enrollment numbers in the **Business Plan, Lines 24-27**, and provide evidence to substantiate student demand (i.e., surveys, enrollments in related courses, etc.).

Enrollment projections for the Organizational Leadership major are necessarily tentative, as few comparable on-campus programs exist within Alabama or the SREB region. However, several indicators suggest strong potential demand.

The major is designed to complement any field of study, making it an attractive second major or paired minor for students across all University of Alabama Colleges and Schools. It develops students' capacity to contribute effectively to teams, understand organizational dynamics, and lead with integrity. Coursework in communication, collaboration, organizational theory, and team dynamics prepares students to advance within organizations and assume leadership roles across sectors.

According to Hanover Research, Organizational Leadership (CIP 52.0213) is categorized as "High Growth" in terms of overall growth, student demand, and labor demand.

Student enrollment at related programs support this outlook. According to Hanover Research, Organizational Leadership programs at three large R-1 public universities (University of Oklahoma, Penn State, and University of Iowa) each graduate over 200 students annually, with seven additional R-1 institutions graduating 50 or more students per year.

Within the UA System, related programs show consistent student interest. The Leadership Communication minor in the College of Communication and Information Sciences has averaged 47 students annually over the past five years, while the New College minor in Civic Engagement and Leadership has averaged 49. In 2023, 15 students completed UAB's certificate in Organizational Leadership. Given that UA's undergraduate population is approximately three times that of UAB, a proportional estimate would suggest 45 students annually—though a full degree program is likely to attract broader interest.

Based on these benchmarks, it is reasonable to project that the on-campus Organizational Leadership major will graduate approximately 50 students per year within its first five years.

We envision the distance education mode of delivery to launch in fall 2028 or fall 2029, and to graduate approximately 100 students per year within its first five years.



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II. Program Resources and Expenses

A. All Proposed Program Personnel

Provide all personnel counts for the proposed program.

Employment Status of Program Personnel		Personnel Information		
		Count from Proposed Program Department	Count from Other Departments	Subtotal of Personnel
Current	Full-Time Faculty	0	8	8
	Part-Time Faculty			
	Administration			
	Support Staff			
**New To Be Hired	Full-Time Faculty	8		8
	Part-Time Faculty			
	Administration			
	Support Staff			
Personnel Total				16

Provide justification that the institution has proposed a sufficient number of faculty (full-time and part-time) for the proposed program to ensure curriculum and program quality, integrity, and review:

There will be sufficient faculty to teach enough sections of the required courses in sufficiently frequent rotation to allow students to move through the degree program promptly. The BA curriculum includes nine required core courses. Five of the nine required courses will be taught in other departments: Principles of Microeconomics (EC 110 or 112), Statistics (MATH 111 or ST 260), Organizational Communication (COM 350), Organizational Theory (either MGT 300 or PSC 362), and Financial Stewardship (AC XXX). All of these courses can be taught by multiple current faculty members.

This leaves four required courses that must be covered with faculty to be hired in the School of Leadership and Policy.

Two faculty members teaching four courses per year (i.e., a 2-2 teaching load) will be able to cover on-campus courses. An additional renewable contract professor will add additional capacity which can be used to provide additional sections of required courses, elective courses, or to cover for tenure-track faculty when their teaching loads are reduced due to leave or other duties.

Four faculty members teaching four courses per year (i.e., a 2-2 teaching load) will be able to cover distance courses. An additional renewable contract professor will add additional capacity which can be used to provide additional sections of required courses, elective



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courses, or to cover for tenure-track faculty when their teaching loads are reduced due to leave or other duties.

Total new faculty required will be six tenure stream faculty and two recurring contract faculty.

Note: Include **any new funds** designated for compensation costs (faculty, administration, and/or support staff to be hired) in the **Business Plan, Line 7 - Personnel Salaries and Benefits**. Current personnel salary/benefits **should not be included** in the Business Plan.

B. Proposed Faculty Roster*

Complete the following **Faculty Roster** to provide a brief summary and qualifications of current faculty and potential new hires specific to the program.

***Note:** Institutions must maintain and have current as well as additional faculty curriculum vitae available upon ACHE request for as long as the program is active, but CVs are **not** to be submitted with this proposal.

Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Dr. Mizuki Wyant	COM 350: Organizational Communication	PhD in Communication Studies	Experience teaching courses relevant to Organizational Leadership skills. Experience teaching online courses.
Dr. Jeonghyun Oh	COM 350: Organizational Communication	PhD in Communication Studies	Experience teaching courses relevant to Organizational Leadership skills. Experience teaching online courses.
Dr. Kaylin Duncan	COM 350: Organizational Communication	PhD in Communication Studies	Experience teaching courses relevant to Organizational Leadership skills. Experience teaching online courses.
Dr. Gerard Caillier	PSC 362: Organizational Theory	PhD in Public Policy	Experience teaching courses relevant to Organizational Leadership skills. Experience teaching online courses.
Jessica Lloyd	Financial Stewardship	Masters of Accountancy	Experience teaching courses relevant to Organizational Leadership skills. Experience teaching online courses.
Dr. Dan Bachrach	MGT 300: Organizational Behavior and Theory	PhD in Organizational Behavior and Human Resource Management	Experience teaching courses relevant to Organizational Leadership skills. Experience teaching online courses.
Dr. Mike Ford	MGT 300: Organizational Behavior and Theory	PhD in Industrial Psychology	Experience teaching courses relevant to Organizational Leadership skills.
Katie Grayson	MGT 300: Organizational Behavior and Theory	Juris Doctor	Experience teaching courses relevant to Organizational Leadership skills. Experience teaching online courses.
Additional Faculty (To Be Hired)			
1	2	3	4
FACULTY POSITION (FT, PT)	COURSES TO BE TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Leadership Tenure-Track Professor 1	LDS 3XX: Foundations of Leadership and LDS 3XX: Capstone in Leadership	PhD in Leadership Studies, Economics, Psychology, or a related field.	Coursework or research in leadership studies. Experience teaching in leadership studies would be preferred.



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Current Faculty			
1	2	3	4
CURRENT FACULTY NAME (FT, PT)	COURSES TAUGHT including Term, Course Number, Course Title, & Credit Hours (D, UN, UT, G, DU)	ACADEMIC DEGREES and COURSEWORK Relevant to Courses Taught, including Institution and Major; List Specific Graduate Coursework, if needed	OTHER QUALIFICATIONS and COMMENTS Related to Courses Taught and Modality(ies) (IP, OL, HY, OCIS)
Leadership Tenure-Track Professor 2	LDS 3XX: Team Dynamics and LDS 3XX: Ethics in Leadership	PhD in Leadership Studies, Economics, Psychology, or a related field.	Coursework or research in leadership studies, team dynamics, and/or organizational ethics. Experience teaching in leadership studies would be preferred.
Leadership Tenure-Track Professor 3	LDS 3XX: Foundations of Leadership and LDS 3XX: Capstone in Leadership	PhD in Leadership Studies, Economics, Psychology, or a related field.	Coursework or research in leadership studies. Experience teaching in leadership studies would be preferred.
Leadership Tenure-Track Professor 4	LDS 3XX: Team Dynamics and LDS 3XX: Ethics in Leadership	PhD in Leadership Studies, Economics, Psychology, or a related field.	Coursework or research in leadership studies, team dynamics, and/or organizational ethics. Experience teaching in leadership studies would be preferred.
Leadership Tenure-Track Professor 5	LDS 3XX: Foundations of Leadership and LDS 3XX: Capstone in Leadership	PhD in Leadership Studies, Economics, Psychology, or a related field.	Coursework or research in leadership studies. Experience teaching in leadership studies would be preferred.
Leadership Tenure-Track Professor 6	LDS 3XX: Team Dynamics and LDS 3XX: Ethics in Leadership	PhD in Leadership Studies, Economics, Psychology, or a related field.	Coursework or research in leadership studies, team dynamics, and/or organizational ethics. Experience teaching in leadership studies would be preferred.
Leadership RCAP Professor 1	Any of the required leadership courses, as needed, or electives.	PhD in Leadership Studies, Economics, Psychology, or a related field; or combination of relevant education and experience.	Some combination of teaching experience related to leadership studies, coursework or research in leadership studies, and/or experience leading organizations.
Leadership RCAP Professor 2	Any of the required leadership courses, as needed, or electives.	PhD in Leadership Studies, Economics, Psychology, or a related field; or combination of relevant education and experience.	Some combination of teaching experience related to leadership studies, coursework or research in leadership studies, and/or experience leading organizations.

Abbreviations: (FT, PT): Full-Time, Part-Time; (D, UN, UT, G, DU): Developmental, Undergraduate Nontransferable, Undergraduate Transferable, Graduate, Dual: High School Dual Enrollment

Course Modality: (IP, OL, HY, OCIS): In-Person, Online, Hybrid, Off-Campus Instructional Site



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C. Equipment

Will any special equipment be needed specifically for this program? Yes ☐ No ☒

If **yes**, list the special equipment and include all special equipment costs in the **Business Plan, Line 8**:

D. Facilities

Will new facilities or renovations to existing infrastructure be required specifically for the program? Yes ☐ No ☒

If **yes**, describe the new facilities or renovations and include all *new* facilities and/or *renovation* costs in the **Business Plan, Line 9**:

Construction or renovation of facilities to house this degree program is anticipated, but this degree program is not dependent on any construction or renovation. Accordingly, we have not included these in the New Academic Degree Program Business Plan Excel file.

Regarding the creation and delivery of content for the distance learning program, UA Online staff and facilities are dedicated to serving content experts (faculty) in the development of media for their online courses. These content experts will have access to two recording studios, two self-record suites, and extensive field gear for on-location shoots.

E. Assistantships/Fellowships

Will the institution offer any assistantships specifically for this program? Yes ☐ No ☒

If **yes**, provide the number of assistantships to be offered and include all *new* costs for assistantships in the **Business Plan, Line 10**.

Explain the function of the Assistantships (i.e., teaching, research, etc.):

F. Library

Will any **additional** library resources be purchased to support the program? Yes ☐ No ☒

If **yes**, briefly describe new resources to be purchased and include the cost of new library resources in the **Business Plan, Line 11**:

G. Accreditation Expenses

If programmatic accreditation was indicated above, please include all accreditation costs in the **Business Plan, Line 12**, and itemize and explain below:

This new degree program will require SACSCOC approval, which entails the submission of a prospectus to SACSCOC for approval. SACSCOC charges \$500 to review a prospectus.

H. Other Costs



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Please include all other costs incurred with program implementation, such as marketing or recruitment, in the **Business Plan, Line 13**, and explain below:

III. Program Revenue and Funding

A. Tuition Revenue: Please describe how you calculated the tuition revenue that appears in the **Business Plan, Line 17**. Specifically, did you calculate using cost per credit hour or per term? Did you factor in differences between resident and non-resident tuition rates?

Note: Tuition Revenue should be proportional to total enrollment.

The following assumptions and methods were used to calculate tuition revenue figures in row 19 of the New Academic Degree Program Business Plan Excel file:

On Campus Program

- Full time tuition rates for 2025-26 (from <https://studentaccounts.ua.edu/tuition-rates/>):
 - In-state: \$11,684
 - Out-of-state: \$34,542
- Tuition cost for six credits (part-time):
 - In-state: \$3,270
 - Out-of-state: \$9,120
- Assuming full-time enrollments are 50% in-state and 50% out-of-state, the average tuition revenue for each full-time student listed in total headcount is \$23,113.
- Assuming part-time enrollments are 50% in-state and 50% out-of-state and six credit hours per semester, the average tuition revenue for each part-time student is \$6,195.

Distance Education Program

- Tuition rates for distance education are \$399 per credit for both in-state and out-of-state students.
- Assume the distance education students will take an average of 18 credits per year.
- 18 credits at \$399 per credit is \$7,182 in tuition per distance learning student per year.

Total tuition and fees revenue (row 17) is the sum of the full-time enrollment headcount multiplied by \$23,113 plus the part-time enrollment headcount multiplied by \$6,195, plus the distance education headcount multiplied by \$7,182.

B. External Funding: Will the proposed program require external funding (e.g., Perkins, Foundation, Federal Grants, Sponsored Research, etc.)? Yes ☐ No ☒

If **yes**, please include all external funding in the **Business Plan, Line 18** and explain specific sources and funding below:

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C. Reallocations: For each year, will tuition revenue and/or external funding cover projected expenses? Yes ☐ No ☒

If **not**, budget reallocation may be required. Please include all reallocations in the **Business Plan, Line 19**, and describe below how your institution will cover any shortfalls in any given year.

IV. Curriculum Information for Proposed Degree Program

- **Complete the Curriculum Plan Excel Sheet**

- Does the program include any concentrations? Yes ☐ No ☒

If yes, provide an overview and identify these courses in the *Electives/Concentrations/Tracks* on the curriculum plan.



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Appendix A: Assessment Plan

Learning Outcomes, Assessment Measures, and Curriculum Map for BA in Organizational Leadership

1. Apply major leadership theories to analyze organizational challenges and recommend context-sensitive approaches.
 - a. Description: This outcome will be assessed in the required core course "Foundations of Leadership."
 - b. Measure: Students will complete a combination of written assignments, case analyses, and theory–practice mapping exercises. Assessments will evaluate students' ability to distinguish among major leadership theories, assess their strengths and limitations, and apply or integrate them to address organizational scenarios. Instructors may emphasize different models or contexts, but all assessments will align with the program's emphasis on adaptive, evidence-based leadership.
 - c. Criteria: A rubric will be used to evaluate student performance on dimensions such as conceptual clarity, theory–practice alignment, integration of multiple frameworks, and reflective insight. Satisfactory performance will typically require scoring at least 80% of available points across rubric categories; scores below 70% will be considered unsatisfactory. Aggregate performance data will be reviewed annually to inform curricular adjustments.
 - d. Schedule for Data Collection/Evaluation: Once per year
2. Demonstrate effective team leadership and interpersonal skills in collaborative organizational settings.
 - a. Description: This outcome will be assessed in the required course "Team Dynamics."
 - b. Measure: Students will be evaluated through interactive lab exercises, team-based projects, and reflective self-assessments. Assessments will focus on students' ability to apply team development theories, facilitate cohesion and communication, manage conflict, and coordinate tasks effectively. Instructors may tailor exercises to different organizational contexts while maintaining alignment with program goals.
 - c. Criteria: Rubrics will assess performance across dimensions such as interpersonal effectiveness, leadership presence, conflict resolution, and project coordination. A score of 80% or higher across rubric categories will be considered satisfactory; scores below 70% will be considered unsatisfactory. Trends in student performance will be tracked annually to support instructional refinement.
 - d. Schedule for Data Collection/Evaluation: Once per year
3. Apply ethical leadership frameworks to analyze dilemmas and recommend responsible courses of action.



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- a. Description: This outcome will be assessed in the required course "Ethics in Leadership."
 - b. Measure: Students will complete case analyses, scenario-based writing assignments, and applied exercises that require ethical reasoning. Assessments will evaluate students' ability to explain major ethical theories, analyze workplace dilemmas, and communicate ethically under constraints. Instructors may vary the scenarios and ethical tensions explored, but all assessments will reinforce the program's commitment to principled leadership.
 - c. Criteria: Rubrics will evaluate student work on dimensions such as ethical reasoning, clarity of recommendation, contextual awareness, and communication integrity. Satisfactory performance will typically require scoring at least 80% across rubric categories; scores below 70% will be considered unsatisfactory. Annual review of performance data will guide curricular and pedagogical improvements.
 - d. Schedule for Data Collection/Evaluation: Once per year
4. Synthesize leadership learning to diagnose organizational challenges and propose actionable solutions.
- a. Description: This outcome will be assessed in the required capstone course "Capstone in Organizational Leadership."
 - b. Measure: Students will complete a client-based or applied research project that includes a diagnosis, recommendations, implementation plan, and reflective portfolio. Assessments will evaluate students' ability to integrate leadership theories, conduct structured analysis, communicate findings to varied audiences, and reflect on their leadership development.
 - c. Criteria: A comprehensive rubric will assess dimensions such as analytical rigor, ethical planning, communication effectiveness, and reflective depth. Satisfactory performance will require scoring at least 80% across rubric categories; scores below 70% will be considered unsatisfactory. Capstone outcomes will be reviewed annually to ensure alignment with program goals and real-world relevance.
 - d. Schedule for Data Collection/Evaluation: Once per year

Curriculum Map – BA in Organizational Leadership

Course	SLO#1	SLO#2	SLO#3	SLO#4
Foundations of Leadership	X			
Team Dynamics		X		
Ethics in Leadership			X	
Capstone in Organizational Leadership				X

ACADEMIC DEGREE PROGRAM PROPOSAL SUMMARY

INSTITUTION:	The University of Alabama						
PROGRAM NAME:	Organizational Leadership					CIP CODE:	52.0213
SELECT LEVEL:	UNDERGRADUATE (BACHELOR'S)						

ESTIMATED *NEW* EXPENSES TO IMPLEMENT PROPOSED PROGRAM

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
FACULTY	\$415,000	\$580,000	\$830,000	\$820,000	\$930,000	\$930,000	\$930,000	\$5,435,000
ADMINISTRATION/STAFF								\$0
EQUIPMENT	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
FACILITIES	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
ASSISTANTSHIPS/FELLOWSHIPS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LIBRARY	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
ACCREDITATION AND OTHER COSTS	\$500	\$0	\$0	\$0	\$0	\$0	\$0	\$500
TOTAL EXPENSES	\$415,500	\$580,000	\$830,000	\$820,000	\$930,000	\$930,000	\$930,000	\$5,435,500

NEW REVENUES AVAILABLE FOR PROGRAM SUPPORT

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	TOTAL
REALLOCATIONS								\$0
EXTERNAL FUNDING								\$0
TUITION + FEES	\$577,825	\$1,155,650	\$2,552,800	\$3,103,840	\$3,481,525	\$3,661,075	\$3,840,625	\$18,373,340
TOTAL REVENUES	\$577,825	\$1,155,650	\$2,552,800	\$3,103,840	\$3,481,525	\$3,661,075	\$3,840,625	\$18,373,340

ENROLLMENT PROJECTIONS

Note: "New Enrollment Headcount" is defined as unduplicated counts across years.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
FULL-TIME ENROLLMENT HEADCOUNT	No data reporting	50	125	200	250	275	300	200.00
PART-TIME ENROLLMENT HEADCOUNT		0	10	12	15	15	15	11.17
TOTAL ENROLLMENT HEADCOUNT		50	135	212	265	290	315	211.17
NEW ENROLLMENT HEADCOUNT		50	85	187	190	190	190	148.67
Validation of Enrollment			YES	YES	YES	YES	YES	

DEGREE COMPLETION PROJECTIONS

Note: Do not count Lead "0"s and Lead 0 years in computing the average annual degree completions.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	AVERAGE
DEGREE COMPLETION PROJECTIONS	No data reporting	0	0	25	75	100	150	87.50

Undergraduate Curriculum Plan

Undergraduate Curriculum Checklist:

- | | |
|--------------------------|-------------------------------------|
| 1. Overview | ☒ |
| 2. Components | ☒ |
| 3. Options (as required) | ☐ |

1. Undergraduate Overview

**Enter the credit hour value for all applicable components (N/A if not applicable).
The credit hours MUST match the credit hours in the Curriculum Components table.**

Curriculum Overview of Proposed Program	
Credit hours required in General Education	37-43
Credit hours required in Program Courses & Required Electives	30
Credit hours in Program Options (concentrations/specializations/tracks)	0
Credit hours in Free Electives	44-50
Credit hours in required Capstone/Internship/Practicum	3
Total Credit Hours Required for Completion:	120

Maximum number of credits that can be transferred in from another institution and applied to the program:	21
Intended program duration in semesters for full-time students:	8-10
Intended program duration in semesters for part-time students:	10-12

Does the program require students to demonstrate industry-validated skills, specifically through an embedded industry-recognized certification, structured work-based learning with an employer partner, or alignment with nationally recognized industry standards?:	YES	NO
	☐	☒

If **yes**, please explain (i.e., number of hours required, etc.):

	YES	NO
Does the program include any concentrations/ tracks/ options?	☐	☒
If yes , please explain (i.e., define):		

2. Undgraduate Components

Please provide all course information as indicated in the following table. Indicate new courses with “Y” in the associated column. If the course includes a required work-based learning component, such as an internship or practicum course, please indicate with a “Y” in the WBL column.

Insert Additional Rows as Needed				
Institution:	Select Institution Name			
Program Name:				
Program Level:	Select Award Level			
Curriculum Components of Proposed Program				
Course Number	Course Name	Credit Hours	New? (Y)	WBL? (Y)
General Education Courses		37-43		
UA 101	Foundational Course	1	N	
LDS 100	Freshman Compass School of Leadership and Policy	1	Y	
	Written Composition	3-6	N	
	Literature	3	N	
	Humanities/Fine Arts	3	N	
	Humanities/Fine Arts	3	N	
	History	3	N	
	Social Behavioral Science	3	N	
	Social Behavioral Science	3	N	
	Natural Science	4	N	
	Natural Science	4	N	
	Mathematics/Statistics	3-4	N	
	Foreign Language (if needed)	0-8	N	
Program Courses and Required Electives		30		
	Students take one of these courses on data analysis			
MATH 111	Introduction to Data Science	3	N	N
ST 260	Statistical Data Analysis	3	N	N
Students take one of these courses on Organizational Theory				
MGT 300	Organizational Behavior and Theory	3	N	N
PSC 362	Organization Theory	3	N	N
Students must take each of the following courses				
EC 110 (112)	Principles of Microeconomics (Honors) – SBS Core	3	N	
LDS 3XX	Foundations of Leadership	3	Y	
LDS 4XX	Team Dynamics	3	Y	
LDS 4XX	Ethics in Leadership	3	Y	
COM 350	Organizational Communication	3	N	
AC 2XX	Financial Stewardship	3	Y	
Students take two elective courses for a total of six credits				
LDS 4XX	Internship in Organizational Leadership	3	Y	
LDS 4xx	Decision-Making for Leaders	3	Y	
PPOL 3xx	Policy Analysis and Evaluation	3	Y	
PPOL 3xx	Economics of Public Policy	3	Y	
PPOL 3xx	Values in Public Policy	3	Y	

COM 224	Small Group Communication	3	N	
COM 352	Business Professional Communication	3	N	
COM 455	Leadership & Strategic Communication	3	N	
COM 460	Group Leadership	3	N	
CSM 225	Confidence in Conflict	3	N	
CSM 428	Processes of Negotiation	3	N	
CSM 461	Managing in a High Performance Organization	3	N	
CSM 486	Principled negotiation	3	N	
EC 412	Industrial Organization	3	N	
EC 460	Labor Economics	3	N	
FI 302	Business Finance	3	N	
GBA 300	Business Communication.	3	N	
HY 317	US Strategic Policy Planning	3	N	
LGS 200	Legal Environment of Business.	3	N	
MGT 422	Leadership Communication	3	N	
MGT 420	Organizational Change	3	N	
MIS 200	Fundamentals of Management Information Systems.	3	N	
PHL 475	Probability and Decision Theory	3	N	
PSC 206	Public Administration	3	N	
PSC 361	Fiscal Policy and Budget	3	N	
PSC 462	Public Personnel Admin			
PY 372	Social Psychology	3	N	
SOC 205	Social Psychology	3	N	
TH 470	Arts Management	3	N	
	Other Elective Approved by Advisor	3		
Program Options (enter total credit hours from all options below)		0		
Free Electives		44-50		
	Electives	44-50		
Capstone/Internship/Practicum				
LDS 4XX	Capstone in Organizational Leadership	3	Y	
Total Credit Hours Required for Completion:		120		
3. Undergraduate Options				

THE UNIVERSITY OF ALABAMA

Resolution

Granting Initial Approval of and Permission to Submit to the Alabama Commission on Higher Education (ACHE), a Proposal for a Bachelor of Arts (B.A.) degree in Organizational Leadership (CIP Code 52.0213) in the School of Leadership and Policy

WHEREAS, the proposed Bachelor of Arts (B.A.) degree in Organizational Leadership aligns with UA's mission by preparing undergraduate students to become principled and effective leaders across diverse organizational settings; and

WHEREAS, the degree program will provide students with a strong foundation in leadership models, organizational theory, and ethical decision-making, while developing their practical communication, team dynamics, and financial stewardship skills; and

WHEREAS, the B.A. in Organizational Leadership program culminates in a capstone experience that synthesizes learning through real-world organizational analysis and change planning; and

WHEREAS, the degree program supports the mission of the School of Leadership and Policy by preparing students to translate knowledge into action and to guide mission-driven initiatives with clarity and integrity; and

WHEREAS, the B.A. in Organizational Leadership strengthens the University's role as a central institution in developing the state's future leaders and meeting Alabama's growing need for ethically conscious, well-rounded leaders who are capable of navigating complexity; and

WHEREAS, the proposed undergraduate program will be implemented in the fall of 2027 in the recently approved School of Leadership and Policy;

NOW, THEREFORE, BE IT RESOLVED by The Board of Trustees of The University of Alabama that it grants initial approval of and permission to submit to the Alabama Commission on Higher Education (ACHE) a Proposal for a Bachelor of Arts (B.A.) degree in Organizational Leadership (CIP Code 52.0213) in the School of Leadership and Policy at The University of Alabama.

March 4, 2026

Chancellor Sid J. Trant
The University of Alabama System
500 University Boulevard East
Tuscaloosa, Alabama 35401

Dear Chancellor Trant:

I am pleased to endorse the recommendation from Interim Provost Lesley Reid and Associate Provost of Undergraduate Education Tiffany Sippial for approval of the Bachelor of Arts (B.A.) degree in Organizational Leadership in the School of Leadership and Policy at The University of Alabama. The proposed B.A. in Organizational Leadership prepares students to lead effectively, ethically, and adaptively across diverse organizational settings. Grounded in leadership theory, team dynamics, organizational analysis, and practical skill development, the program equips students to translate knowledge into action and to guide mission-driven initiatives with clarity and integrity. By cultivating ethically conscious, well-rounded leaders who are trained in practical skills including communication, organizational analysis, financial stewardship and are capable of navigating complexity, the program embodies the university's core values and supports its strategic goal of offering distinctive curricular programs that enhance societal development.

If you approve of this proposal, please forward this request to the Board of Trustees for its consideration.

Sincerely,



Peter J. Mohler
President

Enclosure

c: Interim Provost Lesley Reid
Associate Provost Tiffany Sippial



February 20, 2026

President Peter J. Mohler
The University of Alabama
203 Rose Administration
Tuscaloosa, Alabama 35487

Dear President Mohler:

I am pleased to endorse the recommendation from Associate Provost of Undergraduate Education Tiffany Sippial for approval of the Bachelor of Arts (B.A.) degree in Organizational Leadership in the School of Leadership and Policy at The University of Alabama. The proposed B.A. in Organizational Leadership prepares students to lead effectively, ethically, and adaptively across diverse organizational settings. Grounded in leadership theory, team dynamics, organizational analysis, and practical skill development, the program equips students to translate knowledge into action and to guide mission-driven initiatives with clarity and integrity. By cultivating ethically conscious, well-rounded leaders who are trained in practical skills including communication, organizational analysis and financial stewardship, and are capable of navigating complexity, the program embodies the University's core values and supports its strategic goal of offering distinctive curricular programs that enhance societal development.

If you approve of this proposal, I would appreciate your assistance in forwarding the request to the Chancellor at your earliest convenience.

Sincerely,



Lesley Reid, Ph.D.
Interim Provost

Enclosure

c: Associate Provost Tiffany Sippial



Honors College

Dr. Tiffany Sippial
Associate Provost of Undergraduate Education
Dean of Honors College

February 11, 2026

To: Dr. Lesley Reid, Interim Provost
From: Dr. Tiffany A. Sippial, Associate Provost for Undergraduate Education
Subject: Letter of Support –Organizational Leadership BA—School of Leadership & Policy

Dear Dr. Reid,

I join the Undergraduate Council in recommending approval of the attached proposal to establish a Bachelor of Arts in Organizational Leadership within the newly approved School of Leadership and Policy. This program reflects UA's commitment to cultivating informed and engaged citizens equipped to lead in public service, policy analysis, and civic innovation.

The Undergraduate Council reviewed and endorsed the proposal submitted by Dr. Joseph Smith at its February 2026 meeting. We respectfully request that this matter be forwarded for timely consideration at the next Board of Trustees meeting.

If you approve of this proposal, please forward this request to President Mohler at your earliest convenience.

Sincerely,

Dr. Tiffany A. Sippial
Associate Provost for Undergraduate Education
Dean, Honors College
The University of Alabama
tasippial@ua.edu | 205-348-5500

cc: Chris Coleman, Executive Director of Institutional Effectiveness, OIE

THE UNIVERSITY OF ALABAMA®

Honors Hall | Box 870169 | Tuscaloosa, AL 35487 | 205-348-5500 | honors.ua.edu

December 6, 2025

To the Curriculum Committee:

The Culverhouse School of Accountancy will develop a course to fulfill the requirement of a financial stewardship course in the proposed Organizational Leadership B.A. program. I have discussed the topics to be covered in this course with Dr. Joseph Smith and with the likely instructor for the course, Jessica Lloyd.

Here is the proposed course description.

This course introduces students to the principles of financial and managerial accounting within the context of organizational leadership. Students learn to interpret and analyze financial statements, evaluate organizational budgets, and use accounting information to support effective decision-making across for-profit and not-for-profit organizations. Emphasis is placed on understanding how financial data informs strategy and resource allocation. Through practical exercises and real world application, students will gain the skills to evaluate an organization's financial health, assess performance, and plan for future operations.

The course will be in the catalog and ready to be taught by the 2027-28 academic year and will have capacity for 50 students per year.

Please let me know if you have any questions or need more information.

Sincerely,

Richard W. Houston

Richard W. Houston, Professor and Director
Culverhouse School of Accountancy

December 1, 2025

Dear Undergraduate Curriculum Committee Members:

I am writing to share my strong support for the creation of a Bachelor of Arts in Organizational Leadership, which we anticipate launching in Fall 2027 within the University of Alabama School of Leadership and Policy, which was recently approved by the University of Alabama Board of Trustees.

As we have explored the feasibility of this new program, we have been intentional about ensuring that it is fully supported without placing additional burdens on existing departments. To that end, the plan includes eight new faculty positions dedicated entirely to the program. Six of these will be tenure-line and two renewable contract faculty. These are new lines that will be funded centrally and will not be taken from any current college, school, or department. Our feasibility assessments confirm that this will be a sufficient number of faculty to build this program and successfully support the projected enrollment through 2033, both in-person and through distance education.

Our feasibility assessment project a recurring budget for personnel, operations, and academic support for the School to be just under \$10M annually. This includes over \$800,000 dedicated to salary lines to support the Organizational Leadership degree programs. This investment will be funded through the Office for Academic Affairs and central university sources. No unit will lose faculty positions, teaching capacity, or operating resources as a result of launching this new degree program.

The proposed degree program aligns closely with the new School's mission to "provide interdisciplinary, practice-oriented education that prepares students to become effective leaders, policymakers and public servants who will contribute to Alabama's social, economic and civic well-being." This program responds to a clear statewide need for individuals prepared to lead in business, nonprofit, and public-sector settings. With the Board's support, we also anticipate opportunities to seek state funding, given the program's strong workforce relevance.

Thank you for the important work you do on behalf of undergraduate education at UA. Faculty governance is essential to the health of our institution, and I truly appreciate the time and care you bring to this process. Please don't hesitate to reach out if you would like additional information or would find it helpful to talk through any part of the planned BA in Organizational Leadership in more detail. I appreciate the committee's partnership as we work together to grow the academic offerings available to our students.

Sincerely,



Lesley Reid, PhD
Interim Provost

November 18, 2025

Dear Committee Members,

Following a discussion and vote by the Department of Political Science's Undergraduate Studies Committee, we support the inclusion of PSC 362 – Organization Theory toward the Organizational Leadership major. We understand that the Department of Political Science will maintain control of the scheduling of PSC 362, including how often the course will be offered and in which formats (e.g. in person or online, etc.). As our undergraduate courses are at capacity across all levels, additional resources would be needed to accommodate increased student demand.

We appreciate the time and effort that has gone into the development of this new major, and the opportunity it will provide for students.

Sincerely,



Philip Habel
Professor and Department Chair



University of Alabama System®

New Program Proposal Supplement

In addition to the items ACHE has requested for program proposals, please include the following additional items when developing and submitting academic program proposals to the System Office and the Board of Trustees for approval.

1. Institution:



UA



UAB



UAH

Please select more than one institution for cooperative, joint, and shared degree programs.

2. Program Identification

Program Name: Organizational Leadership

Degree Nomenclature: B.A.

Date of NPP Submission: 8/28/2025

3. Six-digit CIP Code: 52.0213

4. Executive Summary (not to exceed two pages)

The B.A. in Organizational Leadership integrates theory, skills, and practice to prepare students for principled and effective leadership across diverse organizational settings. Students build a strong foundation in leadership models, organizational theory, and ethical decision-making, while developing practical competencies in communication, team dynamics, and financial stewardship. Through hands-on labs, case studies, and applied projects, they practice leading with self-awareness, and strategic insight. The program culminates in a capstone experience that synthesizes learning through real-world organizational analysis and change planning. Electives allow students to tailor their studies toward their own interests and career goals.

The purpose of the proposed B.A. in Organizational Leadership is to prepare students to lead effectively, ethically, and adaptively across diverse organizational settings. Grounded in leadership theory, team dynamics, organizational analysis, and practical skill development, the program equips students to translate knowledge into action and to guide mission-driven initiatives with clarity and integrity. This purpose aligns directly with The University of

Alabama's mission to advance the intellectual and social condition of the state, nation, and world through high-quality teaching, research, and service. By cultivating ethically conscious, well-rounded leaders who are trained in practical skills including communication, organizational analysis, financial stewardship and are capable of navigating complexity, the program embodies the University's core values and supports its strategic goal of offering distinctive curricular programs that enhance societal development. Through experiential learning, ethical reasoning, and interdisciplinary engagement, the Organizational Leadership major contributes to a student-centered academic community committed to improving the quality of life for all.

5. Steps taken to determine if other UA System institutions might be interested in collaborating in the program.

Although we have not taken any steps to determine if other UA system institutions might be interested in collaborating, we will consider doing so in the future.

6. Summary of other campus comments, internal to the UA System or external (if any), regarding your plans for developing this program. Please include substantive feedback from the pre-proposal process.

N/A

7. Describe the process that will be used by your institution for routine internal and/or external program review.

During the post-implementation period, the department will monitor enrollment, new enrollments, and the number of graduates each year. Additionally, the department will track the post-graduation outcomes of its graduates. Annually, the department will report on student learning outcomes as outlined in question 8.

At The University of Alabama, all departments undergo an academic program review (APR) approximately every eight years. This process includes a departmental self-study, an on-site visit by a review team comprising internal and external members, and the development of a strategic action plan by the department, informed by the review team's recommendations.

8. Describe the process that will be used in assessing program outcomes (to include student learning outcomes).

Student learning outcomes in the Organizational Leadership B.A. program will be assessed through a combination of direct and indirect measures. Core courses will include case analyses, scenario-based writing assignments, and applied exercises evaluated using faculty-developed rubrics aligned with each outcome. Additionally, as part of the capstone course, students may complete a client-based or applied research project that addresses a real organizational problem/opportunity. Deliverables could include a diagnosis, evidence-based recommendations, an implementation plan, and a reflective portfolio articulating organizational growth and future development goals. Indirect measures, such as student surveys and

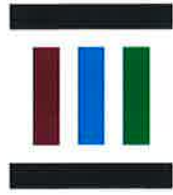
alumni feedback, will also be used to evaluate perceived competency and inform continuous improvement of the program.

Student learning outcomes:

1. Apply major leadership theories to analyze organizational challenges and recommend context-sensitive approaches.
2. Demonstrate effective team leadership and interpersonal skills in collaborative organizational settings.
3. Apply ethical leadership frameworks to analyze dilemmas and recommend responsible courses of action.
4. Synthesize leadership learning to diagnose organizational challenges and propose actionable solutions.

9. Other pertinent information, if any.

N/A



University of Alabama System®

Board Rule 502

Notice of Pending Proposal (NPP) for a New Program of Instruction

(To be completed by the Provost's Office)

1. Institution:

☒ UA

☐ UAB

☐ UAH

Please select more than one institution for cooperative, joint, and shared degree programs.

2. Date of NPP Submission (mm/dd/yyyy): 11/20/2025

3. Contact Information

Institutional Contact Person: Chris Coleman

Telephone: 205-348-3303

Email: chris.coleman@ua.edu

4. Program Identification

Program Name: Organizational Leadership

Degree Nomenclature: B.A.

5. 6-digit CIP Code: 52.0213

6. Program Mode of Delivery

Provide the planned delivery format(s) (i.e., in-person, online, hybrid) of the program along with the planned location(s) at which the program will be delivered (i.e., on-campus and/or at specific off-campus instructional site(s)). Please also note whether any program requirements can be completed through competency-based assessment.

☒ In-person

☒ Online

☐ Hybrid

☒ On-campus

☐ Off-campus

☐ Competency-based

☐ Other, please describe:

7. Select a meeting for Board consideration:

☐ November 6-7, 2025

☐ February 5-6, 2026

☒ April 16-17, 2026

☐ June 11-12, 2026

☐ September 10-11, 2026

☐ November 5-6, 2026

☐ February 4-5, 2027

☐ April 1-2, 2027

☐ June 3-4, 2027

☐ September 9-10, 2027

☐ November 4-5, 2027

☐ February 3-4, 2027

8. Is the proposed academic degree program currently listed on your campus Three-Year Academic Program Planning Report that is annually submitted to the Board of Trustees?

☐ Yes

☒ No

If no, please explain.

This degree program will be housed in the newly-created School of Leadership and Policy. It is one of a group of new degree programs being planned for the new school to be ready for the school's opening in fall 2027.

This degree program will be added to the University of Alabama's Three-Year Academic Program Plan in May 2026.

9. Provide a brief description of the program.

The B.A. in Organizational Leadership integrates theory, skills, and practice to prepare students for principled and effective leadership across diverse organizational settings. Students build a strong foundation in leadership models, organizational theory, and ethical decision-making, while developing practical competencies in communication, team dynamics, and financial stewardship. Through hands-on labs, case studies, and applied projects, they practice leading with self-awareness, strategic insight, and cultural adaptability. The program culminates in a capstone experience that synthesizes learning through real-world organizational analysis and change planning. Electives allow students to tailor their studies toward public policy, negotiation, entrepreneurship, or strategic communication.

The degree program will be supported by financial resources distributed by the Office for Academic Affairs sufficient to provide all needed facilities, faculty, and staff.

10. Relationship of program to other programs within the institution.

10.1. How will the program support or be supported by other programs within the institution?

The BA in Organizational Leadership is supported by existing foundational course offerings in Math, Statistics, Economics, Communication Studies, Accounting, Management, and Political Science. That is, the degree requirements include:

- EC 110: Principles of Microeconomics or EC 112: Principles of Microeconomics (honors);
- MATH 111: Introduction to Data Science or ST 260: Statistical Data Analysis;
- COM 350: Organizational Communication;
- AC 351: Managerial Accounting Decisions
- MGT 300: Organizational Behavior and Theory or PSC 362: Organization Theory.

10.2. Will this program replace any existing program(s) or specialization(s), option(s) or concentration(s) within existing programs?

☐ Yes

☒ No

If yes, please explain:

11. If this program is similar or duplicative of any other programs in the system or the state, please give your rationale for program duplication.

The proposed B.A. in Organizational Leadership does not duplicate any existing programs within the state or university system, and no closely comparable degree programs currently exist. The University of Alabama at Birmingham offers an undergraduate certificate in Organizational Leadership, which provides a focused introduction to key leadership concepts through five courses. The major proposed here differs in scope, depth, and intent. It is designed as a full degree program that integrates leadership theory, skill development, and applied practice across a comprehensive curriculum.

12. Do you plan to explore possible program collaboration with other institutions? Please explain.

We are currently focused only on getting this program approved and running. After the program is in place we would be open to exploring collaborations with other institutions.

13. Please describe the need and/or level of student demand for this program.

This program addresses a clear and growing need for undergraduate education that explicitly integrates the theory, skills, and experiences essential to leading organizations effectively. Any initiative with broad impact—whether in business, government, or the nonprofit sector—depends on coordinated effort, which in turn requires capable leadership. Because nearly all college graduates will work within organizational settings, those who aspire to leadership roles must be equipped not only with theoretical insight but also with practical training and experience. This program prepares students to meet that challenge by developing their capacity in ethical reasoning, strategic communication, financial stewardship, organizational analysis, and collaborative leadership in team settings. In doing so, it contributes to the state's and nation's needs for principled, adaptive leaders ready to guide organizations through complexity and change.

This program can be expected to attract students from a variety of majors—including humanities, social sciences, the professions, and STEM fields—who want to supplement their disciplinary training with leadership preparation.

There are three somewhat similar programs with significant enrollments:

The University of Alabama New College minor in Civic Engagement and Leadership had enrollments of 79, 74, 69, 71, and 75 from fall 2021 through fall 2025.

The University of Alabama Leadership Communication minor had enrollments of 60, 54, 38, 34, and 47 from fall 2021 through fall 2025.

15 students completed the certificate program in Organizational Leadership at the University of Alabama-Birmingham 2023.

