

BUSINESS AND ORGANIZATIONAL LEADERSHIP

Bachelor of Applied Science in Business and Organizational Leadership (CIP# 1105202012)

School of Business

The Bachelor of Applied Science in Business and Organizational Leadership provides students the opportunity to earn a degree that will enhance their placement in higher-level management and supervisory positions within the business community. This program, designed to layer on top of an Associate in Science (A.S.) degree or an Associate in Arts (A.A.) degree, will provide students with the skills and knowledge required to become successful managers and leaders within public, private and non-profit organizations. The curriculum emphasizes a practical, hands-on application approach and exposure to understanding supervision and management.

Please contact your student success coach for help selecting electives that may lead to a technical certificate in Business, Real Estate, or another field while you are pursuing your bachelor's degree.

Program Concentrations

- Business Management
- Leadership and Change
- Human Resources Management

Potential Careers

- Business Analyst
- Chief Executive
- Accounting Manager
- Finance Manager
- Marketing Manager
- Human Resource Manager

Salary & Earnings Information

For career information related to this program, please visit **O*Net OnLine** (<https://www.onetonline.org/>).

Contacts

Future/Prospective BASBOL Students

Please visit the Virtual Advising Center:
<https://valenciacollege.edu/students/advising-counseling/virtual-advising.php>

Current BASBOL Students

Your Student Success Coach contact information can be found in MyVC. Log into MyVC, click on the Courses tab, and check your Academic Profile information to find a link to your Coach.

Application Fee

There is no application fee for this program.

Admission Requirements

Students must submit official transcripts from all prior colleges and universities and must meet one of the following criteria:

- Completion of an Associate in Arts (A.A) degree* from a regionally accredited institution with a minimum of 60 semester hours of course work and a 2.0 overall Grade Point Average (GPA).
- Completion of an Associate in Science (A.S.) degree* from a regionally accredited institution with a minimum of 60 semester hours of course work and a 2.0 overall Grade Point Average (GPA).
- Completion of at least 60 semester credit hours of college level course work at a regionally accredited institution, including 15 credits that are in applicable to Valencia's College's General Education Program requirements, with a minimum of a 2.0 overall Grade Point Average (GPA).

*Other Associate or higher degrees must be formally evaluated by the Business Department for admission.

Program Requirements for Students Entering with an Associate in Science Degree

Program Outcomes

- Demonstrate collaborative skills in team settings to plan and accomplish complex business tasks.
- Devise a professional growth strategy that incorporates current leadership theory in business settings.
- Demonstrate the ability to use managerial accounting applications, concepts, analytical abilities, and management information systems in business settings.
- Explain the importance of cultural awareness along with an appreciation for diversity in the context of management and supervision.
- Compare effective business communication skills across multiple mediums; including oral, print, digital, and video.

Students with an A.S. Degree

Students who have completed an Associate in Science (A.S) degree typically possess 15 -21 hours of transferable general education courses.

While missing credits may be completed after program admission, students must complete all Valencia General Education requirements and all Gordon Rule requirements in order to successfully complete the bachelor program. A.S. degree student must have the following coursework:

- 39-45 credit hours in discipline-specific courses
- 15-21 credit hours in general education.

In their junior and senior years, students will be required to complete:

- An additional 15-21 credit hours of general education.
- 45 credit hours of required lower and upper-division technical courses
- Students must complete one of the following courses: CGS 1060C, CGS 2091C, CGS 2100C, CGS 2510C, or CGS 2545C unless one of those courses was previously completed.

Note Students should consult the BASBOL Program Advisor to ensure they are taking the appropriate courses and to avoid taking excess credits.

General Education B.A.S. Requirements

Communications

ENC 1102	FRESHMAN COMPOSITION II (GR) ^{++~^}	3
or ENC 1102H	FRESHMAN COMPOSITION II - HONORS (GR)	
SPC 1608	FUNDAMENTALS OF SPEECH ^{~^}	3
or SPC 1608H	FUNDAMENTALS OF SPEECH - HONORS	
or SPC 1017	INTERPERSONAL COMMUNICATION	
or SPC 1017H	INTERPERSONAL COMMUNICATION HONORS	

Mathematics 3

Mathematics See Gen. Ed. Requirements ^{++~^}

General Education Student Choice 12

General Education Student Choice See Gen. Ed. Requirements [~]

Total Credit Hours 21

+ This course must be completed with a grade of C or better.

* This course has a prerequisite; check description in Valencia catalog.

~ This is General Education course.

^ Unless previously completed with a passing grade.

GRDenotes a Gordon Rule course.

Business and Organizational Leadership Core Courses

Core Requirements

GEB 1011	INTRODUCTION TO BUSINESS [^]	3
BUL 2241	BUSINESS LAW I ^{**}	3
GEB 3213	BUSINESS WRITING AND COMMUNICATION ⁺⁺	3
MAN 3353	MANAGEMENT THEORY AND PRACTICES ⁺⁺	3
MAR 3023	MARKETING MANAGEMENT ⁺⁺	3
MAN 3240	PRINCIPLES OF ORGANIZATIONAL BEHAVIOR ⁺⁺	3
ACG 3024	ACCOUNTING AND FINANCIAL ANALYSIS FOR MANAGERS ⁺⁺	3
MAN 4162	CUSTOMER RELATIONS FOR MANAGERS ⁺⁺	3
MAN 4120	LEADERSHIP CHALLENGES AND SUPERVISION ⁺⁺	3
MAN 4301	HUMAN RESOURCE MANAGEMENT ⁺⁺	3
MAN 4720	STRATEGIC MANAGEMENT CAPSTONE ⁺⁺	3

Total Credit Hours 33

+ This course must be completed with a C or better.

* This course has a prerequisite; check description in Valencia catalog.

^ If previously taken, select a course from the Business and Organizational Leadership Electives.

[^]Business and Organizational Leadership Electives

Elective Credits: Elective Credits: any lower or upper level ACG, APA, BUL, CCJ, CGS, CIS, CJC, CJE, CJJ, COP, CTS, ECO, FIN, GEB, INP, LDR, MAN, MAR, MKA, MNA, MTB, OST, PAX, REE, RMI, SBM, SLS, SPC, or TAX

Concentrations

Business Management

The Business Management concentration is designed to help students broaden their managerial knowledge and skills. It seeks to enhance comprehension of applied business practices and prepare students for managerial and administrative roles in a variety of industries. Students will gain experience in critical thinking and problem solving through the study of principles and real world applications.

CIS 3304C	MANAGEMENT INFORMATION SYSTEMS ⁺	3
or MAN 4930	SELECTED TOPICS IN MANAGEMENT	
GEB 4891	STRATEGIC PLANNING AND DECISION MAKING ⁺	3
MAN 3101	HUMAN RELATIONS IN MANAGEMENT ⁺	3
MAN 4600	INTERNATIONAL MANAGEMENT ⁺	3

Total Credit Hours 12

Leadership and Change

The Leadership and Change concentration is designed to assist students in broadening their knowledge and skills in leading change within organizations and businesses. It seeks to advance student comprehension of the leadership and change processes necessary to thrive in an ever-evolving business environment. Students will gain experience with the theories, tools, and approaches in navigating, influencing, and leading change by studying the principles and real-world applications.

LDR 3215	CHANGE LEADERSHIP ⁺	3
LDR 3363	TEAMWORK, COLLABORATION, AND GROUP DYNAMICS ⁺	3
LDR 4365	NEGOTIATING AND NAVIGATING POWER RELATIONSHIPS AND CONFLICT ⁺	3
MAN 4054	MANAGING INNOVATION ⁺	3

Total Credit Hours 12

Human Resource Management

The Human Resource Management concentration is designed to assist students in broadening their knowledge and skills in human resources within organizations and businesses. It seeks to advance student comprehension of the recruitment, relations, and development, of employees along with workforce planning necessary for human resources. Students will gain experience with the theories, tools, and approaches in human resources by studying the principles and real-world applications.

MAN 3312	EMPLOYEE RELATIONS AND DEVELOPMENT IN HUMAN RESOURCE MANAGEMENT ⁺	3
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MAN 3361	DIGITAL RECRUITMENT ⁺	3
MAN 4323	APPLIED CONCEPTS IN HUMAN RESOURCES ⁺	3
MAN 4384	STRATEGIC WORKFORCE PLANNING ⁺	3
Total Credit Hours		12

Footnotes

+ This course must be completed with a "C" or better.

Students who have completed core courses prior to entering the BAS program may substitute any lower or upper level ACG, APA, BUL, CCJ, CGS, CIS, CJC, CJE, CJJ, COP, CTS, ECO, FIN, GEB, INP, LDR, MAN, MAR, MKA, MNA, MTB, OST, PAX, REE, RMI, SBM, SLS, SPC, or TAX.

Program Requirements for Students Entering with an Associate in Arts Degree

Program Outcomes

- Demonstrate collaborative skills in team settings to plan and accomplish complex business tasks.
- Devise a professional growth strategy that incorporates current leadership theory in business settings.
- Demonstrate the ability to use managerial accounting applications, concepts, analytical abilities, and management information systems in business settings.
- Explain the importance of cultural awareness along with an appreciation for diversity in the context of management and supervision.
- Compare effective business communication skills across multiple mediums; including oral, print, digital, and video.

Students with an A.A. degree:

Program Concentration B.A.S. Requirements

Students who have completed an Associate in Arts (A.A.) degree from a regionally accredited institution must complete:

CGS 2100C	COMPUTER FUNDAMENTALS AND APPLICATIONS	3
or CGS 1060C	INTRODUCTION TO COMPUTERS	
or CGS 2091C	SOCIAL, LEGAL AND ETHICAL ISSUES IN INFORMATION TECHNOLOGY	
or CGS 2510C	SPREADSHEET APPLICATIONS FOR BUSINESS	
or CGS 2545C	DATABASE MANAGEMENT SYSTEMS	
Choose from ECO 2013, ECO 2013H, ECO 2023, ECO 2023H, OST 1355C, OST 2836C, OST 2854C, OST 2858C or any lower level ACG, APA, BUL, CCJ, CJE, CJC, CJJ, FIN, GEB, MAN, MAR, MKA, MNA, REE, SBM, or TAX prefix (if not previously completed)		12
Total Credit Hours		15

Note: Students should consult the BAS BOL Student Success Coach to ensure they are taking the appropriate courses and to avoid taking excess credits.

Business and Organizational Leadership Core Courses

Core Requirements

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MAN 4301	HUMAN RESOURCE MANAGEMENT ⁺⁺	3
MAN 4720	STRATEGIC MANAGEMENT CAPSTONE ⁺⁺	3
Total Credit Hours		33

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