

# BUSINESS AND ORGANIZATIONAL LEADERSHIP

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

### Division 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 advisor 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.

### Potential Careers

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

### Salary & Earnings Information

For salary and wage information, visit: <http://www.floridawages.com/>.

### Contacts

#### Future/Prospective BASBOL Students

Please visit the Virtual Advising Center.

<https://valenciacollege.edu/students/advising-counseling/virtual-advising.php>

#### Current/Admitted BASBOL Students

Contact the Program Advisor below for more information.

Last names A-L

Elizabeth Fennessy, Career Program Advisor: 407-582-1639  
efennessy@valenciacollege.edu

Last names M-Z

Nicole Hampton, Career Program Advisor: 407-582-1059  
ahampton4@valenciacollege.edu

### 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) <sup>++~^</sup>	3
SPC 1608	FUNDAMENTALS OF SPEECH <sup>~^</sup>	3
or SPC 1017	INTERPERSONAL COMMUNICATION	

### Humanities 3

Humanities See Gen. Ed. Requirements; Students must take one Core course and one Institutional course for a total of 6 credit hours <sup>++~GR^</sup>

### Mathematics 3-6

Mathematics See Gen. Ed. Requirements; Students must take one Core course and then either a Core or Institutional credit course for a total of 6 credit hours <sup>++~^</sup>

### Science 3-6

Science See Gen. Ed. Requirements; Students must take one Core course and then either a Core or Institutional credit course for a total of 6 credit hours <sup>++~^</sup>

### Social Science 3

Social Science See Gen. Ed. Requirements; Students must take one Core course and one Institutional course for a total of 6 credit hours <sup>++~GR^</sup>

Total Credit Hours 15-21

- + 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.
- GR Denotes a Gordon Rule course.

## Business and Organizational Leadership Core Courses

### Core Requirements

GEB 1011	INTRODUCTION TO BUSINESS <sup>^</sup>	3
BUL 2241	BUSINESS LAW I <sup>**</sup>	3
GEB 3213	BUSINESS WRITING AND COMMUNICATION <sup>++</sup>	3
MAN 3353	MANAGEMENT THEORY AND PRACTICES <sup>++</sup>	3
MAR 3023	MARKETING MANAGEMENT <sup>++</sup>	3
MAN 3240	PRINCIPLES OF ORGANIZATIONAL BEHAVIOR <sup>++</sup>	3
ACG 3024	ACCOUNTING THEORY AND PRACTICE <sup>++</sup>	3
FIN 3402	FINANCIAL ANALYSIS AND PLANNING <sup>++</sup>	3
MAN 4162	CUSTOMER RELATIONS FOR MANAGERS <sup>++</sup>	3
CIS 3304C	MANAGEMENT INFORMATION SYSTEMS <sup>++</sup>	3

MAN 4120	LEADERSHIP CHALLENGES AND SUPERVISION <sup>++</sup>	3
MAN 4301	HUMAN RESOURCE MANAGEMENT <sup>++</sup>	3
GEB 4891	STRATEGIC PLANNING AND DECISION MAKING <sup>++</sup>	3
MAN 4504	OPERATIONAL DECISION MAKING <sup>++</sup>	3
MAN 4720	STRATEGIC MANAGEMENT CAPSTONE <sup>++</sup>	3
<b>Total Credit Hours</b>		<b>45</b>

- + 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.

### <sup>^</sup>Business and Organizational Leadership Electives (potentially 3-6 credit hours)

Elective Credits	Any lower level course with 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 courses with advisor approval.
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## Graduation Requirements:

- In addition to completing the course requirements detailed in the curriculum in order to graduate, students must:
- Earn a minimum 2.0 Valencia College and Overall GPA.
- Complete all Core course work with a minimum grade of C (2.0) in all core courses.
- Satisfy Valencia's General Education requirements and Gordon Rule requirements unless you hold an Associate in Arts or Bachelor's degree or have completed the entire general education program at a regionally accredited institution.
- Satisfy the civic literacy requirement. As per Florida Rule 6A-10.04213, prior to the award of an associate in arts or baccalaureate degree, students initially entering a Florida College System institution in the 2021-22 school year, and thereafter must demonstrate competency in civic literacy prior to graduation by:
  - successfully passing POS 2041 U.S. GOVERNMENT or AMH 2020 U.S. HISTORY 1877 TO PRESENT and
  - successfully passing a prescribed assessment: AP Government & Politics: United States Test\* (passing score =3), or AP United States History Test\* (passing score = 4), or CLEP American Government\* (passing score = 50), or Florida Civic Literacy Test (FCLE passing score = 48)  
\*receiving a passing score will satisfy both the FCLE and course requirements.
- Complete at least 25% of the 120 credit hour degree program (30 credits) at Valencia College, based upon the Florida College System's requirement of a 2+2 admission into the baccalaureate program. Fifteen of those hours must be 3000 or 4000 level courses from the program core course list.

- Submit an application for graduation through Atlas by the deadline date listed in the Academic Calendar in the online official catalog. The student must have at least the minimum number of college-level credits for the degree, including all courses currently registered, in order to submit a graduation application.
- Fulfill all financial obligations to Valencia College.
- Foreign Language: Successfully complete the Florida foreign language requirement: two years high school or one year of college (at least eight credits) in a single foreign language. American Sign Language is acceptable. Foreign language taken at the college level does not satisfy the General Education credits.

**Total Semester Credits required** – 120 credit hours in addition to completing the Foreign Language Requirement above. The credit courses required may vary depending on the credits the student brings to the BAS program. Additional courses to complete the required 120 credit hours for graduation must apply to the degree and be approved by an advisor.

Students who have completed core courses prior to entering the BAS program may substitute 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 courses with advisor approval.

**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
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**Total Credit Hours** 15

**Note:** Students should consult the BAS BOL Program Advisor 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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BUL 2241	BUSINESS LAW I <sup>**</sup>	3
GEB 3213	BUSINESS WRITING AND COMMUNICATION <sup>**</sup>	3
MAN 3353	MANAGEMENT THEORY AND PRACTICES <sup>+</sup>	3
MAR 3023	MARKETING MANAGEMENT <sup>**</sup>	3
MAN 3240	PRINCIPLES OF ORGANIZATIONAL BEHAVIOR <sup>**</sup>	3
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GEB 4891	STRATEGIC PLANNING AND DECISION MAKING <sup>**</sup>	3
MAN 4504	OPERATIONAL DECISION MAKING <sup>**</sup>	3
MAN 4720	STRATEGIC MANAGEMENT CAPSTONE <sup>**</sup>	3

**Total Credit Hours** 45

- + This course must be completed with a C or better.
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- ^ If previously taken, select a course from the Business and Organizational Leadership Electives.

**Business and Organizational Leadership Electives (potentially 3-6 credit hours)**

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