



MASTER OF ORGANIZATIONAL LEADERSHIP

Spring Semester 2023 Schedule of Classes

wilmington.edu/MOL

Important Dates

Registration Begins:	Wednesday, October 19, 2023
Non-Accelerated Session*:	Monday, January 9, 2023 – Friday, May 5, 2023
Accelerated Session I*:	Monday, January 9, 2023 – Friday, March 3, 2023
Accelerated Session II*:	Monday, March 6, 2023 – Friday, May 5, 2023
*See details below for all classes	
No Classes:	Monday, January 16, 2023; Week of March 13, 2023

The Master of Organizational Leadership program (MOL) and all courses in MOL are designed for working adults to make the most efficient use of time by balancing in-class and out-of-class learning experiences.

Master of Organizational Leadership Program Mission

The mission of the Master of Organizational Leadership Program at Wilmington College is to prepare skilled, research-experienced, interpersonally oriented, and self-aware leaders who can navigate complex organizations of all types and who expect to assume increasingly influential roles in the development and improvement of their communities and workplaces.

Master of Organizational Leadership Program Vision

The vision of the Wilmington College Master of Organizational Leadership is to be recognized for preparing graduates to be servant leaders who have developed interpersonal skills to provide effective direction, governance, and administration of for-profit, government and not-for-profit organizations, and for motivating graduates who will continue and expand their service in the roles they assume within the community and workplace.

Master of Organizational Leadership Program Outcomes

Graduates of the Wilmington College MOL Program will be able to:

1. Explain how leadership techniques can be used to create organizations that promote human diversity and flourishing and profitability.
2. Utilize foundational management skills to make financially, socially, legally, and ethnically responsible and respectful decisions in a US and international context.
3. Apply emotional intelligence, interpersonal, and critical thinking competencies to organizations.
4. Analyze social injustices and implement strategies to remediate them to create more just and equitable organizations and communities.
5. Utilize mindfulness to understand their consciousness and act with appropriate understanding and compassion.
6. Recognize conflict and apply the appropriate resolution techniques to promote peaceful and cooperative organizations.

Wilmington College Cincinnati Campus: 513-569-4583
181 Main Building • 3520 Central Parkway • Cincinnati, Ohio 45223

Non-Accelerated Tuesday Session (16 weeks)

January 10 – May 5, 2023

6:00 – 9:00 p.m. (meeting time for “Live Virtual” sessions)

OL530.A1 Economics and Finance (3 semester hours)

Instructor: Dr. Charles Dick

A study of the basic elements of Micro-Economics focusing upon the social welfare aspects of when government, for-profit and not-for-profit organizations work well and when they do not. The essential elements of microeconomic principles as applied to organizational structures will be examined. The impact of the Macro-Economy upon specific organizational types will also be examined. A comprehensive study of the methods, techniques, and analysis of financing for decision-making, planning and control; cost determination and evaluation; cost-benefit assessment, budgeting and quantitative techniques.

This is an online synchronous hybrid class (50% of class sessions are “live virtual” and 50% are online or virtual).

“Live Virtual” sessions will meet via Zoom on: Tuesday, January 10, January 24, February 7, February 21, March 7, March 28, April 11, and April 25.

Classes are online asynchronous in alternate weeks.

Non-Accelerated Thursday Session (16 weeks)

January 12 – May 5, 2023

6:00 – 9:00 p.m. (meeting time for “Live Virtual” sessions)

OL540.A1 Legal Aspects of Governance (3 semester hours)

Instructor: Dr. Mark Gambill

An examination of the law and ethics underlying and governing the structure and operation of for-profit and non-for-profit corporations in the United States and internationally. The course includes the legal evolution of the corporation as an economic and moral “person”; the structure and its role in governance; the role of the board as fiduciary and performance monitor; legal and ethical responsibilities of managers; government regulation of the structure and public accountability. This course provides an overview of the role of the successful, integrative leader in the modern business organization. Through discussions, cases, and exercises, participants will examine historical and contemporary approaches to leadership, including corporate practices to develop.

This is an online synchronous hybrid class (50% of class sessions are “live virtual” and 50% are online or virtual).

“Live Virtual” sessions will meet via Zoom on: Thursday, January 12, January 26, February 9, February 23, March 9, April 6, April 20, and April 27.

Classes are online asynchronous in alternate weeks.

Accelerated Tuesday Session I (8 weeks)

January 9 – February 28, 2023

6:00 – 10:00 p.m. (Tuesday meeting time for “Live Virtual” sessions)

OL531.A1 Social Responsibility (3 semester hours)

Instructor: Dr. Tim Burgoyne

This course introduces students to social responsibility by examining how organizations and individuals can positively impact diverse stakeholders. Social responsibility means that individuals and organizations have an ethical obligation to act in the best interests of their environment and society as a whole. The crux of this theory is to create and enact values, policies and behaviors that promote a balance between the dual ethical mandates of striving for individual fulfillment and benefiting society as a whole. The course will explore social responsibility by theoretically and practically engaging topics such as the environment, poverty, homelessness, hunger, educational deficiencies, meeting the needs of minorities, health care, unemployment, or other socially relevant issues, especially within the local community.

This is an online synchronous hybrid class (50% of class sessions are “live virtual” and 50% are online or virtual).

“Live Virtual” sessions will meet via Zoom on: Tuesday, January 17, January 31, February 14, and February 28
Classes are online asynchronous in alternate weeks.

Accelerated Tuesday Session II (8 weeks)

March 6 – May 2, 2023

6:00 – 10:00 p.m. (meeting time for “Live Virtual” sessions)

OL532.A1 Organizational Behavior (3 semester hours)

Instructor: TBD

This course explores topics in organizational behavior and organizational development. The areas of focus will include social psychology, organizational change, organizational architecture, organizational diversity, and organizational leadership in the constantly changing contemporary society.

This is an online synchronous hybrid class (50% of class sessions are “live virtual” and 50% are online or virtual).

“Live Virtual” sessions will meet via Zoom on: Tuesday, March 21, April 4, April 18, and May 2
Classes are online asynchronous in alternate weeks.

Variable

Monday, January 9 – Friday, May 5, 2023

OL695.A1/A2/A3/A4 Immersive Learning Experience (1–3).

Instructor: Dr. Brenda Kraner

In this course students will be directly exposed to local social justice issues by working with a social justice organization both at the organizational/administrative level and by engaging the people whom the social justice organization serves. This course is designed so that students both contribute to and learn from a local social justice organization. The course is offered with from 1 to 6 variable, repeatable credits. After meeting with the MOL Director, students will register for 1 or 3 credit hours.

Wilmington College Mission Statement

The mission of Wilmington College is to educate, inspire and prepare each student for a life of service and success.

To fulfill that mission, Wilmington College provides a high quality undergraduate and graduate educational environment shaped by the traditions of the liberal arts, career preparation and the distinctive practices of the Religious Society of Friends (Quakers). By offering academic programs, practical experience and co-curricular activities in a variety of settings to students from diverse backgrounds, the College leads students to gain an awareness of the world, to acquire knowledge of career and vocation and to seek truth and social justice.

In keeping with the rich heritage of the liberal arts, the College seeks to educate the whole person – intellectual, emotional, physical and spiritual – in ways that foster critical thinking, reflection, the free exchange of ideas, open inquiry, respect for all persons and a desire for lifelong learning. The liberal arts are integrated with career preparation to help students develop the knowledge and skills to succeed in a career or further education.

As an academic community, Wilmington College is rooted in historic Quaker values, also known as testimonies, which include integrity, service, stewardship, equality, peace and social justice and respect for all persons. These historic testimonies motivate those who learn and work at the College to make positive contributions to their professions and their communities.

Wilmington College Core Values

The following core values are fundamental to the success of Wilmington College in realizing its mission and vision. These values are drawn from the College's founding faith, the Religious Society of Friends (Quakers), from important traditions of American higher education and from universally held beliefs that serve to guide the best in human thought and action.

Integrity – This value has been described as the value from which all other values emanate and has importance in this ordered list of values. Integrity is defined by the College community as the fundamental requirement to be fair, honest and ethical in all dealings on campus and requires each of us to assume responsibility for our actions.

Community – This value is defined on campus as the desire to create in partnership a learning and working environment that supports and encourages a shared sense of purpose about the importance and value of broad participation, active engagement, open sharing of information, shared responsibility for decision making, and a culture that emphasizes continuous improvement and growth.

Diversity – This value is purposeful in guiding our willingness to recruit, retain and graduate a student body that reflects the global communities that the College serves and seeks to foster our understanding and appreciation of different people, cultures and ideas.

Excellence – This value requires the College to support and encourage a commitment to the highest standards in all areas of the College's mission.

Peace and Social Justice – This value comes directly from our Quaker heritage and asks all members of the community to seek non-violent resolution of conflict and just treatment of the world's resources, both human and physical.

Respect for All Persons – This value is fundamental to the development of a peaceful and just community that values the dignity and worth of all persons.

Service and Civic Engagement – This value seeks to foster all members of the campus community to serve others and to accept individual responsibility for being an engaged and effective citizen.

Spring 2023
Wilmington College Cincinnati

Tuition and Fees

Tuition

Master of Organizational Leadership: \$625.00 per credit hour

Wilmington College Graduates: \$585.00 per credit hour

Fees

Deposit Fee following acceptance into MOL*: \$100.00

*This is a non-refundable fee once a student is accepted into the Master of Organizational Leadership program. This fee will be applied towards a student's first-semester tuition, if the student registers and enrolls at Wilmington College.

Financial Aid Students

We CANNOT process your registration until Wilmington College has received your 2022 – 2023 FAFSA results. Contact Will Bradley (william_bradley@wilmington.edu) with questions.

To receive federal student loans, students MUST register for and maintain a minimum of 3 credit hours per semester. For graduate programs at Wilmington College, students who are enrolled in 3 semester hours are considered part-time students. Students must enroll in 6 hours to be considered full-time students. If you drop below the required 3 credit hours minimum, all or a portion of the loans may need to be returned to the lender and any previous federal loans may go into repayment. If you qualify for grants, your status as a full-time or less-than-full time student may affect the amount of your grant. Please contact a Financial Aid Advisor for more details.

****IMPORTANT**** – A student on financial aid who plans to drop classes and/or withdraw completely from all classes should ALWAYS consult a Financial Aid Advisor first to understand how dropping or withdrawing from classes can affect his/her financial aid for that semester.

The Office of Student Financial Services reserves the right to adjust a financial aid award if a student:

1. Drops or adds credit hours,
2. Has a change in employment which causes the student to gain or lose tuition reimbursement benefits or the company's tuition reimbursement policy changes, and/or
3. Receives an award from an organization outside the Office of Student Financial Services.

Students are required to contact the Office of Student Financial Services at 800-341-9318 if they encounter any of the above situations.

SPRING 2023
IMPORTANT DATES
Wilmington College – Master of Organizational Leadership (MOL)

Changes to Registration

Prior to Monday, January 9, 2023, registration changes may be made in person at the branch office or may be emailed to wccincy@wilmington.edu.

Effective Monday, January 9, 2023, students must complete and sign a drop/add form within the specified period for these changes to become effective.

Late Registration: Students may not register for any course after the course has met for one class period.

Student Financial Responsibility for Dropped Courses

Please note that a student's financial responsibility for dropped courses is based on the periods specified below, NOT on the number of class meetings.

Non-Accelerated MOL Courses
Monday, January 9, 2023 – Friday, May 5, 2023

Course(s) dropped between	Student Financial Responsibility
October 19, 2022 – Tuesday, January 17, 2023	0%
January 18, 2023 – Monday, January 23, 2023	15%
January 24, 2023 – Monday, January 30, 2023	55%
January 31, 2023 – Monday, February 6, 2023	75%
February 6, 2023 –	100%

Last day to drop a course without a grade and/or change grade mode –
between letter grade or pass/no credit Thursday, March 23, 2023

Accelerated Session I MOL Courses
Monday, January 9, 2023 – Friday, March 3, 2023

Course(s) dropped between	Student Financial Responsibility
October 19, 2022 – Tuesday, January 17, 2023	0%
January 18, 2023 – Monday, January 23, 2023	55%
January 24, 2023 –	100%

Last day to drop a course without a grade and/or change grade mode –
between letter grade or pass/no credit Thursday, February 9, 2023

