Organizational Leadership and Technical Management

Bachelor in Applied Science (BAS)

The Bachelor of Applied Science in Organizational Leadership and Technical Management (BAS-OLTM) is a career focused, applied degree to prepare graduates for positions in leadership, management, and supervisory roles in private, public, and nonprofit organizations. The program is designed for working adults with a range of professional technical associate degrees and a diverse set of work experiences and professional goals. LCC's program will help you gain the skills and knowledge needed to effectively lead and manage others through the study of areas such as behavioral and leadership theory, professional communications, project management, workplace and environmental safety, conflict resolution, theories of decision making, change management, ethics and diversity.

Admission Requirements

LCC's BAS-OLTM builds on existing associate degrees in a variety of areas, adding upper division coursework to complete a four-year degree. The BAS-OLTM operates as a cohort-based program. Full-time cohorts will complete the program in two years (six quarters) and part-time cohorts will complete in two and a half years (9 quarters).

Evening classes are conducted using the hybrid modality with a blend of face to face and online instruction. Admission to the BAS-OLTM program is merit-based. Meeting the minimum entrance requirements does not guarantee admission as the number of qualified applicants may exceed the number of available enrollment spaces.

Students must apply to the program and complete or submit the following:

- BAS application: packet available on LCC's BAS-OLTM webpage: https://lowercolumbia.edu/bachelors-degrees/bas-oltm/
- Proof of an earned associated degree or 90 college level credits from a nationally accredited college or university with a minimum cumulative GPA of 2.5
- Successful completion of (with a 2.0 or better):
  - ENGL& 101 English Composition I
  - A college-level math course for which intermediate algebra is a prerequisite from the quantitative distribution list

For a roadmap that identifies the preferred sequencing of courses and other specific recommendations from faculty, please see the corresponding program map(s):

- Organizational Leadership and Technical Management Bachelor in Applied Science (BAS) (Full Time) (lowercolumbia.edu/program-maps/business/BAS-OLTM-FT)
- Organizational Leadership and Technical Management Bachelor in Applied Science (BAS) (Part Time) (lowercolumbia.edu/program-maps/business/BAS-OLTM-PT)

See below for a list of AAS degrees that transfer directly to the BAS-OLTM program:

- Accounting Technician Associate in Applied Science - Transfer (AAS-T) for LCC BAS-OLTM (lowercolumbia.edu/program-maps/business/AAST-Accounting-Technician-to-BAS-OLTM)
- Administrative Services Manager Associate in Applied Science - Transfer (AAS-T) for LCC BAS-OLTM (lowercolumbia.edu/program-maps/business/AAST-Administrative-Services-Manager-to-BAS-OLTM)

- Advanced Manufacturing Associate in Applied Science - Transfer (AAS-T) for LCC BAS-OLTM (lowercolumbia.edu/program-maps/trades/AAST-Advanced-Manufacturing-to-BAS-OLTM)
- Automotive Technology Associate in Applied Science - Transfer (AAS-T) for LCC BAS-OLTM (lowercolumbia.edu/program-maps/trades/AAST-Automotive-Technology-to-BAS-OLTM)
- Business Management Associate in Applied Science - Transfer (AAS-T) for LCC BAS-OLTM (lowercolumbia.edu/program-maps/business/AAST-Business-Management-to-BAS-OLTM)
- Diesel/Heavy Equipment Technology Associate in Applied Science - Transfer (AAS-T) for LCC BAS-OLTM (lowercolumbia.edu/program-maps/trades/AAST-Diesel-Heavy-Equipment-to-BAS-OLTM)
- Information Technology Systems Associate in Applied Science (AAS) (BAS-OLTM Option) (lowercolumbia.edu/program-maps/info-tech/AAST-Information-Technology-Systems-to-BAS-OLTM)
- Machine Trades Associate in Applied Science - Transfer (AAS-T) for LCC BAS-OLTM (lowercolumbia.edu/program-maps/trades/AAST-Machine-Trades-to-BAS-OLTM)
- Medical Assisting Associate in Applied Science - Transfer (AAS-T) for LCC BAS-OLTM (lowercolumbia.edu/program-maps/health/AAST-Medical-Assisting-BAS-OLTM-option)
- Medical Office Administration Associate in Applied Science - Transfer (AAS-T) for LCC BAS-OLTM (lowercolumbia.edu/program-maps/business/AAST-Medical-Office-Administration-to-BAS-OLTM)
- Substance Use Disorder Studies Associate in Applied Science - Transfer (AAS-T) for LCC BAS-OLTM (lowercolumbia.edu/program-maps/health/AAST-Substance-Use-Disorder-Studies-BAS-OLTM-option)
- Welding Associate in Applied Science - Transfer (AAS-T) for LCC BAS-OLTM (lowercolumbia.edu/program-maps/trades/AAST-Welding-to-BAS-OLTM)

Degree Requirements

Total credits required to earn this degree: 90 lower-division credits and 90 upper-division credits for a total of 180 with a cumulative grade point average (GPA) of at least 2.0.

LCC students must meet distribution requirements for bachelor degrees, associate degrees, and specific certificates. See Diversity and Distribution Lists (lowercolumbia.edu/publications/catalog/distribution-lists/) for more information.

General Education Requirements

- **Communications:**
  - 5 credits - ENGL& 101 English Composition I
  - 5 credits - CMST 330 Professional/Organizational Communications
- **Quantitative Skills:**

  5 credits - MATH& 107 Math in Society **OR**
  higher (excluding MATH& 131)
- **Humanities:**
  - 5 credits - HUM 315 Ethics
  - 5 credits - OLTM 440 Ethics and Leadership

- **Natural Science:**
  - 5 credits - ENVS 440 Environmental Issues
  - 5 credits - Elective natural science with lab credits from the Natural Science *Distribution List*
- **Social Science:**
  - 5 credits - OLTM 300 Foundations of Leadership
  - 5 credits - OLTM 330 Entrepreneurship
  - 5 credits - OLTM 445 Global Systems & Change Management
  - 5 credits - PSYC 320 Leadership and Organizational Psychology
- **Diversity:**

  5 credits - OLTM 440 Ethics and Leadership

Program Requirements

Course Code	Course Title	Number of Credits
CMST 330	Professional/Organizational Communications	5
ENVS 440	Environmental Issues	5
HUM 315	Ethics	5
OLTM 300	Foundations of Leadership	5
OLTM 320	Workplace and Environmental Safety	5
OLTM 325	Transformative Leadership & Decision Making	5
OLTM 329	Foundations of Business Practices & Emerging Technologies	5
OLTM 330	Entrepreneurship	5
OLTM 335	Developing and Leading High-Performance Teams	5
OLTM 440	Ethics and Leadership: Leading and Managing in a Diverse Society	5
OLTM 445	Global Systems & Change Management	5
OLTM 449	Financial Management	5
OLTM 450	Negotiations, Mediation and Conflict Resolution	5
OLTM 455	Advanced Project Management	5

Course Code	Course Title	Number of Credits
OLTM 460	Coaching and Mentoring	5
OLTM 465	Current Issues in Human Resource Management	5
OLTM 495	Capstone	5
PSYC 320	Leadership and Organizational Psychology	5

Program Outcomes

Students completing this program should acquire the following skills and abilities:

- Produce oral and written communications in appropriate business formats. (GS - Communication)
- Examine data to design solutions to a problem. (GS - Quantitative Literacy)
- Collaborate effectively with others within the context of a work environment. (GS - Teamwork)
- Construct a philosophy of leadership to guide action. (GS - Communication)
- Analyze strategies to effectively lead others to achieve a common goal. (GS - Teamwork)
- Deliberate the moral implications of workplace dilemmas utilizing ethical reasoning. (GS - Critical Thinking)
- Examine the significance of diversity and cultural awareness within the context of management and supervision. (GS - Critical Thinking)
- Analyze strategies and methods to facilitate improvements to organizational capacity and function. (GS - Quantitative Literacy and Critical Thinking)
- Implement effective organizational leadership strategies to supervise others. (GS - Teamwork)
- Research strategies for effective professional growth and continuous improvement. (GS - Critical Thinking and Communication)

Notes

Revised November 2024 (effective Summer 2025)

Grade of C or higher is required on all courses.

Program planning is based on information available at the time of preparation. It is the student's responsibility to meet with their LCC advisor. Consult the LCC catalog for LCC graduation requirements.