

Bachelor in Applied Science (BAS)

# Organizational Leadership and Technical Management

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.

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 into 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.

To be placed into the admission pool, applicants must complete or submit the following:

- BAS application packet
- 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

The following courses must be completed prior to a bachelor's degree obtainment. Upper division general education requirements are included in the two-year degree. Lower division general education requirements can be completed during the bachelor's program in addition to the required upper division courses. A minimum of 50 quarter credits of general education courses are required in the following distribution areas prior to graduation.

## DEGREE REQUIREMENTS

The following courses must be completed prior to a bachelor's degree obtainment. Some courses can be included in the two-year degree or be completed during the bachelor's program in addition to the required courses. Students must complete a total of 50 credits of General Education courses carrying the following distributions prior to graduation.

**Communications:** 10 credits

- ENGL& 101 English Composition I
- CMST 330 Professional/Organizational Communications

**Quantitative Skills:** 5 credits

- MATH& 107 Math in Society or college-level math course for which intermediate algebra is a prerequisite

**Humanities:** 10 credits

- HUM 315 Ethics
- OLTM 440 Ethics and Leadership

**Natural Science:** 10 credits

- ENVS 440 Environmental Issues
- Elective natural science with lab credits from the Natural Science Distribution List

**Social Science:** 20 credits

- PSYC 320 Leadership and Organizational Psychology
- OLTM 300 Foundations of Leadership
- OLTM 445 Global Systems & Change Management
- OLTM 330 Entrepreneurship

**Diversity:** 5 credits

- OLTM 440 Ethics and Leadership

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, Full-Time Cohort - BAS** ( [lowercolumbia.edu/program-maps/business/BAS-OLTM-FT](http://lowercolumbia.edu/program-maps/business/BAS-OLTM-FT) )
- **Organizational Leadership and Technical Management, Part-Time Cohort - BAS** ( [lowercolumbia.edu/program-maps/business/BAS-OLTM-PT](http://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 - AAS-T (BAS-OLTM Option)** ( [lowercolumbia.edu/program-maps/business/AAS-Accounting-Technician-to-BAS-OLTM](http://lowercolumbia.edu/program-maps/business/AAS-Accounting-Technician-to-BAS-OLTM) )
- **Administrative Services Manager - AAS-T (BAS-OLTM Option)** ( [lowercolumbia.edu/program-maps/business/AAS-Administrative-Services-Manager-to-BAS-OLTM](http://lowercolumbia.edu/program-maps/business/AAS-Administrative-Services-Manager-to-BAS-OLTM) )
- **Advanced Manufacturing - AAS-T (BAS-OLTM Option)** ( [lowercolumbia.edu/program-maps/trades/AAS-Advanced-Manufacturing-to-BAS-OLTM](http://lowercolumbia.edu/program-maps/trades/AAS-Advanced-Manufacturing-to-BAS-OLTM) )
- **Automotive Technology - AAS-T (BAS-OLTM Option)** ( [lowercolumbia.edu/program-maps/trades/AAS-Automotive-Technology-to-BAS-OLTM](http://lowercolumbia.edu/program-maps/trades/AAS-Automotive-Technology-to-BAS-OLTM) )
- **Business Management - AAS-T (BAS-OLTM Option)** ( [lowercolumbia.edu/program-maps/business/AAS-Business-Management-to-BAS-OLTM](http://lowercolumbia.edu/program-maps/business/AAS-Business-Management-to-BAS-OLTM) )
- **Diesel/Heavy Equipment Technology - AAS-T (BAS-OLTM Option)** ( [lowercolumbia.edu/program-maps/trades/AAS-Diesel-Heavy-Equipment-to-BAS-OLTM](http://lowercolumbia.edu/program-maps/trades/AAS-Diesel-Heavy-Equipment-to-BAS-OLTM) )

- **Information Technology Systems - AAS-T (BAS-OLTM Option) ( [lowercolumbia.edu/program-maps/info-tech/AAS-Information-Technology-Systems-to-BAS-OLTM](http://lowercolumbia.edu/program-maps/info-tech/AAS-Information-Technology-Systems-to-BAS-OLTM) )**
- **Machine Trades - AAS-T (BAS-OLTM Option) ( [lowercolumbia.edu/program-maps/trades/AAS-Machine-Trades-to-BAS-OLTM](http://lowercolumbia.edu/program-maps/trades/AAS-Machine-Trades-to-BAS-OLTM) )**
- **Medical Assisting - AAS-T (BAS-OLTM option) ( [lowercolumbia.edu/program-maps/health/AAS-Medical-Assisting-BAS-OLTM-option](http://lowercolumbia.edu/program-maps/health/AAS-Medical-Assisting-BAS-OLTM-option) )**
- **Medical Office Administration - AAS-T (BAS-OLTM Option) ( [lowercolumbia.edu/program-maps/business/AAS-Medical-Office-Administration-to-BAS-OLTM](http://lowercolumbia.edu/program-maps/business/AAS-Medical-Office-Administration-to-BAS-OLTM) )**
- **Substance Use Disorder Studies - AAS-T (BAS-OLTM option) ( [lowercolumbia.edu/program-maps/health/AAS-Substance-Use-Disorder-Studies-BAS-OLTM-option](http://lowercolumbia.edu/program-maps/health/AAS-Substance-Use-Disorder-Studies-BAS-OLTM-option) )**
- **Welding - AAS-T (BAS-OLTM Option) ( [lowercolumbia.edu/program-maps/trades/AAS-Welding-to-BAS-OLTM](http://lowercolumbia.edu/program-maps/trades/AAS-Welding-to-BAS-OLTM) )**

## Program Requirements

OLTM 300	Foundations of Leadership	5
CMST 330	Professional/Organizational Communications	5
ENVS 440	Environmental Issues	5
HUM 315	Ethics	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
OLTM 460	Coaching and Mentoring	5
OLTM 465	Current Issues in Human Resource Management	5
OLTM 495	Capstone	5
PSYCH 320	Leadership and Organizational Psychology	5

**Diversity and Distribution Lists ( [lowercolumbia.edu/publications/catalog/diversity-distribution-lists](https://www.lowercolumbia.edu/publications/catalog/diversity-distribution-lists) )** are available in the Lower Columbia College Catalog located at [lowercolumbia.edu/catalog](https://www.lowercolumbia.edu/catalog).

*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 in the program requirements.*

## **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 - Critical Thinking)
- Collaborate effectively with others within the context of a work environment. (GS - Teamwork)
- Construct a philosophy of leadership to guide action.
- Analyze strategies to effectively lead others to achieve a common goal. (GS - Teamwork)
- Deliberate the moral implications of workplace dilemmas utilizing ethical reasoning.
- Examine the significance of diversity and cultural awareness within the context of management and supervision.
- Analyze strategies and methods to facilitate improvements to organizational capacity and function. (GS - Critical Thinking)
- Implement effective organizational leadership strategies to supervise others.
- Research strategies for effective professional growth and continuous improvement.

***Revised October 2022 (Effective Summer 2023)***

### **Notes:**

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.