CLAREMONT LINCOLN UNIVERSITY
Socially Conscious Education®

CHANGE STARTS BY TAKING INITIATIVE

Online Master of Arts in Organizational Leadership

Civic Engagement Concentration

When Your Community Needs You
The M.A. in Organizational Leadership with a Civic Engagement concentration is designed to develop leaders in the public and political arena who want to transform communities, neighborhoods, and regions by facilitating collective, innovative decision making and inclusive initiatives.

A Flexible, Faster Timeline
The CLU MOL with a Concentration in Civic Engagement is an affordable 13-month program for full-time students. You'll apply what you've learned to your current employment and your job responsibilities can be incorporated into your academic assignments.

CLAREMONT LINCOLN UNIVERSITY
Socially Conscious Education®

claremontlincoln.edu

Affordable

Accessible

Life-Changing

World-Changing

Your Experience Counts with Us
You could be closer to your degree than you realize. CLU works with you in a seamless process to assess past certificates, transfer credits, and even work experience that may apply to your program. Every situation is totally unique, so we take each on a case-by-case basis.

100% ONLINE   **13 MO. PROGRAM***   **$18,150 PROGRAM COST**   **ACCREDITATION**

WASC | Senior College and University Commission

No GRE or GMAT Required

*Program is designed for students to complete in 13-26 months dependent on full-time or part-time enrollment.

100%
ONLINE
—BY—
DESIGN

For more information, email admission@claremontlincoln.edu

MOL CIVIC ENGAGEMENT

The M.A. in Organizational Leadership focuses content on practical application of leadership knowledge and skills for those who seek to lead diverse organizations toward positive social change. Leaders in these fields face the challenge to navigate diversity, think critically, manage complexity, and meet strategic goals within a high ethical context. The M.A. in Organizational Leadership is a scholar-practitioner degree and gives learners the opportunity to apply their leadership skills in a dynamic context.

Program Learning Objectives: After completing the M.A. in Organizational Leadership students will be able to:

• Apply awareness of self and the multi-faceted perspectives of others to lead in local and global contexts to reach common goals.
• Assess the cause of conflict in organizational settings and apply strategies to resolve and leverage conflict in diverse environments.
• Lead ethically and responsibly in positions of power in a workplace, community, or organization.
• Demonstrate the interpersonal and engagement skills necessary for effective leaders to achieve innovative and collaborative resolution to community and organization issues.
• Articulate and apply the major theories and principles of leadership, conduct analysis and recommend appropriate change strategies.
• Research, design, develop, and implement a capstone project plan to affect positive change in an organization.

Program Learning Objectives: After completing the Master of Arts in Organizational Leadership with a Concentration in Civic Engagement students will be able to:

• Evaluate the strengths and limitations of government, civic engagement, and public participation and the distinct roles of each in a representative democracy.
• Identify the elements of and develop the capability to, craft sound policy and programs driven by citizen participation.
• Analyze the strategies of engagement and apply appropriate strategies to lead people to effectively work together for sustainable results in the civic arena.

THE CLAREMONT CORE®

Essential Leadership Skills
The Claremont Core® is our foundation for leadership empowerment and it's embedded in every program and everything we do.
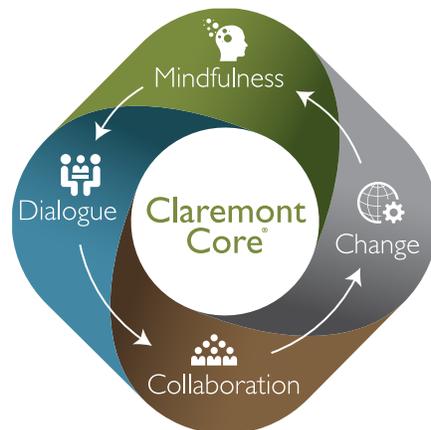
The CLU Difference

MINDFULNESS
Understanding the interconnected elements of the self to elevate leadership.

DIALOGUE
Active listening to empower genuine dialogue with others who are different from us.

COLLABORATION
Leveraging the intelligence of diverse stakeholders to find common purpose.

CHANGE
Adapt from Core process learnings to form a plan, enact and catalyze sustainable, meaningful change.

The CLU Capstone
Based on the Claremont Core® and building on self-understanding, dialogue, facilitation, and collaboration skills, learners apply research and leadership knowledge to create a tangible, visible outcome of learning applied to the workplace.

MOL CIVIC ENGAGEMENT COURSES

MFI5300 Finance & Accounting for Managers (3 units)
An overview of the financial accounting and reporting process for managers is the focus of this course. It is designed to facilitate understanding of the financial reporting process and forecasting for strategic thinking and informed decisions. Students will use various data analysis tools to make judgements about a firm's financial condition in an ever-changing business landscape. Key topics include the time value of money, cost and value, the fundamental relationship between risk and return, choosing investment projects that support firm strategy, alternative financing decisions, and sustainable business practices.

MPM5300 Project Management (3 units)
This course covers the broad range of factors that the student needs to know to design, implement, and trouble-shoot high quality programs or projects. It details the phases of program development from design to evaluation and continuous quality improvement. Students will become familiar with several project management tools including GANTT charts, flowcharts, RACIS, and others. The course also provides students with various project documentation tools, both paper-based and electronic for team monitoring and communication. Case studies will augment the student's understanding of real-world application of project management tools.

MAC5300 Leadership in Action (3 units)
Leadership in action is designed to support the exploration of leadership through self-reflection and assessment, including creating a personal mission statement and developing a leadership philosophy. Students will review a variety of leadership assessments, theories, and strategies on power dynamics, decision making, ethically addressing toxic leadership, conflict resolution, communication, and cultural awareness. Students will explore practical and experiential leadership styles and consider consequences of choices in the role of leading others. In addition, students will review and apply research strategies to develop knowledge and skills preparing for the capstone project. The course topics center around developing key leadership and action research skills to understand influencers in the social change process.

MPA5301 Public Leadership and Governance (3 units)
This course analyzes various aspects of public leadership, including political leadership, administrative leadership, and civic leadership, and builds competence and confidence for distinctive, accountable public leadership where students live and work. In this course, students will gain theory and practice knowledge that will help them crystallize their own leadership approach; and compile tools and guidance to navigate the challenges that arise with often competing interests in civic and public institutions at local, regional, state and federal levels of government.

MPA5303 Policy Development and Analysis (3 units)
Examining key theories, practices, and challenges in creating and implementing policy changes, students in this course will assess the strengths and limitations of the current policy landscape, conventional perspectives on political processes, governance, policy, and program management. Students will appreciate how the policy process is never-ending, and they will attain tools and guidance that help them replace status quo practices in public and private institutions with policies suited for current realities.

MPA5307 Building Networks and Coalition Building (3 units)
Public Administration practitioners are consistently confronted with challenging social issues (e.g., homelessness, housing, poverty, healthcare, public safety, and mental health to name a few). Creating policy solutions in this environment requires a shift in mindset to prioritize relationships and recognize the webs of connection which allow the practitioner to recognize how people relate to the issues and organize to find solutions. In this course students will examine the history and current value of networks and the value of coalition building. They will be asked to select a case study to present where the policy outcome was driven by coalition support. Students will learn how to build and grow their professional networks to fulfill the power and potential of their policy making.

MPA5310 Civic Engagement and Complex Social Issues (3 units)
In this course, students will learn that across local and global issues, individuals must be mobilized to create the power to promote change within a community. Various approaches to community engagement and mobilization will be discussed, and students will appreciate the conditions that contribute to or thwart community engagement and how to respond to these conditions. Students will be exposed to examples of community engagement in action and will take away techniques they can employ in their own communities.

Claremont Core® Courses

MCC5320 Invitation to Inquiry: Foundations of the Claremont Core® (3 units)
In this university-wide foundational course, learners begin their engagement with the four domains that make up the Claremont Core domains: Mindfulness, Dialogue, Collaboration, and Change. These four domains consist of transferable skills and resources that support leadership and facilitation capacities that accentuate students' professional work. Students become familiar with aspects of mindfulness and dialogue that will undergird their work. Concepts of collaboration and change leadership are also introduced, and students begin the process of locating their work in a community where positive social change can be facilitated. Finally, students also determine the scope and aim of their Capstone Projects and begin to use resources from the four Claremont Core® domains to build their research repertoire and leadership acumen.

MSC5300 Strategic Communication: Building Diversity, Equity, and Inclusion (3 units)
In a world that is reimagining what is possible, Strategic Communication: Building Diversity, Equity, and Inclusion will present students a historic perspective of the legacy and manifestation of structural racism, and other societal and cultural marginalization including the unintended consequences of systemic exclusion. Students will build upon the principles learned in the Claremont Core® to create environments where difficult conversations can take place with both internal and external audiences. This course will equip students to tackle challenges with diverse teams using language which acknowledges and respects difference to create equitable outcomes. In this course, students analyze self, personal strengths, and biases, and accumulate tools and communication skills in dialogue, collaboration, and bridging across divides. With these tools, students hone their abilities to build advocacy for dismantling oppressive structures and rebuilding personal, professional, and civic spaces that maximize diversity and facilitate equity and inclusion for all.

MCC5321 Activating the Claremont Core®: Research Methods (3 units)
This course builds on the foundational aspects of the Claremont Core®, focusing on how students can become mindful, engaged, and inquisitive research practitioners for positive social change. Students will develop an ability to critically evaluate what research methods are best suited for certain types of research projects. This course will specifically focus on the role of research methods that can address, illuminate, or explain enduring and newly salient social problems. Throughout the course students will consider the entire research design process, learning how to conceptualize, problematize, diagnose, understand, and translate findings across social, political, environmental, healthcare, and organizational contexts. By the end of this course, students will have had experience posing research questions, exploring their own research goals, understanding the primary components of the research design process, and consuming a variety of styles of inquiry and action. Students will also consider course concepts in the context of their own future projects, and begin activating the research skills they will use in Applying the Claremont Core® Capstone Course. (Prerequisite: MCC 5320: Invitation to Inquiry: Foundations of the Claremont Core®)

Capstone Course

MCC5332 Applying the Claremont Core®: CLU Capstone (3 units)
As the culminating course in all programs, students apply skills, knowledge, and professional application learned throughout the degree. The planning for this course begins at the start of the program, continues through the evolution of learning as students design their projects, and peaks with students being prepared to implement the project during the capstone course. The specific content in each student's degree program provides a foundation for the research and design. The Capstone Project demonstrates student mastery of program and institutional learning outcomes.