Q: How is the Master of Science in Organizational Leadership & Management (MSOLM) program described?

The Master of Science in Organizational Leadership & Management (MSOLM) is a practical, business and psychology-related program, designed to provide skills to influence and guide people and their interpersonal relationships in the workplace, in order to effectively attain organizational goals. The program is of a practical, career focus and primarily for working adult students. The MSOLM degree program provides the essential skills for developing organizations and increasing organizational effectiveness, focusing on organizational behavior, development, structure, effectiveness, leadership, and management. Graduates of the program will be equipped to become effective leaders in the competitive, global business community by developing and implementing interventions to create interpersonal, group, inter-group, or organization-wide change.

In the MSOLM program, our primary goal is to prepare students for successful, rewarding careers in organizational change, consultation, leadership, and management. Students will utilize their analytical and diagnostic skills by implementing, planning, and improving processes for institutional, team, and individual development in their final project.

Q: How many credits are required for the MSOLM at Peirce College?

A total of 36 credit hours are required to complete the MSOLM degree.

Q: Do you allow students to transfer credits into the program?

A maximum of six graduate credit hours earned at an accredited institution recognized by CHEA or the USDOE may be applied toward the requirements for a master’s degree at Peirce College, dependent upon the course description and learning outcomes. Approval to apply any transferred credits toward the MSOLM degree program must be granted by the Office of Graduate Studies. Courses considered for transfer must have been completed within five years prior to the date of enrollment at Peirce College, and must have a grade of at least a B.

Q: What is the course schedule format?

The master’s degree program may be taken online or on campus.

- Classes are offered online via the Internet in eight-week sessions in fall & spring and seven-week sessions in the summer. Online courses are generally asynchronous, meaning you can complete weekly modules and assignments and participate in threaded discussions any time during the week as long as you meet the deadlines. In certain courses, there may be occasions when faculty members require synchronous participation online at specific dates and times, but these are rare.
On campus classes are offered in eight-week sessions, meeting face-to-face once per week, and for four hours per class. Each face-to-face class will also have an online component. Summer sessions are seven-weeks in length.

Q: What are the admission requirements?

Applicants with a bachelor’s degree or higher from an accredited institution recognized by CHEA or the USDOE and a baccalaureate or graduate GPA of 2.75 or above will be considered for enrollment.

To apply for admission, you must submit the following items to the Office of Graduate Studies:

- Application and fee ($100)
- A current resume
- Two letters of recommendation from a current or past faculty member, dean, and/or supervisor
- One official copy of transcripts from all accredited undergraduate institutions attended
- A statement of intent or career objective written in essay format (one or two pages)

An interview with the Dean of Graduate Studies is also required.

Q: When is the application due?

A completed application and the necessary supporting documents must be submitted by July 31, 2013, in order to be considered for the fall 2013 Session 1 start.

Q: When will applications start to be accepted?

Applications may be submitted now. The application form is available at www.peirce.edu/GradAppPDF. Admissions decisions will be made once all the requirements have been fulfilled and an interview completed.

Q: How do I submit my application documents?

The application form and supporting documents may be submitted in hard copy or electronically via e-mail. The recommendation forms should be sent directly to Peirce College from the person completing the form. Hard copy documents and recommendation forms are to be mailed to:

The Office of Graduate Studies, Peirce College, 1420 Pine Street, Philadelphia, PA 19102.

Q: How can I check the status of my application?

Inquire via email at masters@peirce.edu or call 215.670.9325 or 1.888.273.4723.
Q: How long after I complete the application process will I hear if I have been accepted?

Our goal is to inform you as soon as possible but you may experience a one-two week delay after completing the application process, before hearing if you have been accepted.

Q: When do classes start?

The inaugural class will start fall 2013, Session 1, August 26, 2013. The spring session start date is January 6, 2014. The summer session start date is May 6, 2014.

Q: Is the program accredited?

The Master of Science in Organizational Leadership & Management falls within the regional accreditation of Peirce College. Peirce is accredited by the Middle States Commission on Higher Education, 3624 Market Street, Philadelphia, PA 19104, 267-284-5000.

Q: Do I need any prep courses?

Some students may be asked to take a refresher course and/or a writing course if the graduate faculty or Dean of Graduate Studies determines that some additional skills development would enhance the opportunity for success in the program.

Q: I don't have a business undergraduate degree, does that matter?

No; the MSOLM is a broad-based program applicable to business and non-business majors.

Q: I've been out of school 15 years. Will I feel out of place taking classes after all that time?

Peirce has a proven track record of working with adult students returning to college after being away from the classroom for a substantial period of time. The average age of our undergraduate students is 35. Many of our students share this same concern and need help juggling graduate school with an already busy life. We emphasize convenience and flexibility in accommodating busy personal and professional schedules.

Q: May I attend the program part-time? Full-time?

During the first year of 2013-14, students will be able to progress on a part-time basis only.

The program is specifically structured to accommodate professionals who work full-time and want to enhance their professional credentials. Classes are scheduled in the evening and/or weekend hours as well as online. Students who take one course per session may earn the MS degree in two years (including summer sessions).
Q: What about busy travel schedules?

Taking courses in the online format makes the most sense for students who travel frequently. Online courses are generally asynchronous. In certain online courses, faculty members may require attendance online at specific dates and times, but these will be rare.

Because our class offerings are in eight-week (or seven-week) sessions, students taking on campus courses will find it easier to plan business trips accordingly. Students may also stop out for a session during busy travel seasons or peak workload periods.

Whether taking courses online or on campus, students are responsible for meeting course deadlines.

Q: What is the tuition?

The 2013-14 tuition is $750 per credit hour. Each course is three (3) credit hours. For information regarding financial aid availability, please contact the Dean of Graduate Studies or go to [http://www.peirce.edu/FinancialAid/Default](http://www.peirce.edu/FinancialAid/Default).

Q: Are there any fees?

There is a $100 application fee. Also, there is a $105 technology fee per course and a $75 graduation fee at time of completion. Textbooks for each course will cost approximately $100 - $150.

Q: What are the criteria for completion of a graduate degree at Peirce College?

- Approval of the faculty advisor indicating that all academic requirements have been fulfilled.
- Successful completion and presentation of the capstone research project as defined by the graduate program in which the student is enrolled.
- Successful completion of the total number of credits and all courses required for the program.
- Successful completion of all course-related program requirements with at least a 3.0 cumulative grade point average.
- Compliance with all academic requests including submission of a graduation application.
**Q: What courses are required for the MSOLM?**

- Foundations of Contemporary Leadership Theory & Practice
- Applied Research Methods
- Systems Dynamics & Change
- Ethical Decision Making
- Transcendent Leadership
- Leading Culturally & Generationally Diverse Populations
- Business and Professional Communication
- Strategic Human Resource Management
- Developing Systems Literacy
- Strategic Management and Finance
- Leading Project Management Strategy
- Capstone Project

**Q: What financial aid is available?**

- Eligible students may apply for student loans. Students applying for loans must complete the Free Application for Federal Student Aid (FAFSA). Students may also be eligible for partnership discounts as well as the Peirce College Protect and Serve Grant.
- One-time scholarships in the amount of $1,000 will be awarded to Peirce bachelor’s graduates matriculating into the graduate degree program.
- For additional financing information, please contact the Office of Graduate Studies or go to [http://www.peirce.edu/FinancialAid/Default](http://www.peirce.edu/FinancialAid/Default)

**Q: How can I use tuition reimbursement to fund my education?**

Tuition reimbursement is available to students who have the option of being reimbursed by their employer. Other payment options include Tuition Deferment, Direct Billing, and Payment Plan. For detailed information on these payment options, please contact the Business Office at 215-670-9600.

**Q: How can I use the MSOLM in my current employment? What careers are available within the OLM field?**

MSOLM graduates will have skills to influence and guide people and their interpersonal relationships in the workplace, in order to effectively attain organizational goals.

Managerial and leadership positions of all sorts, including general and operations managers, education administrators, medical and health services managers, computer and IT managers, training and development managers, and management analysts, are among the fastest growing occupations that require experience and, increasingly, education beyond the bachelor’s level. These occupational titles, and others in the workplace, provide a good fit for graduates of a master’s degree program in Organizational Leadership & Management.