Online
Education Specialist in Organizational Leadership
Conflict Resolution Concentration
36 Credit Hours

Admission Requirements:

- Application and processing fee
- Official transcripts in English of all previous colleges attended. The transcripts must indicate an earned Bachelor's degree and Master's degree from a regionally accredited college or university
- Minimum graduate cumulative GPA of 3.0, probationary status may be granted for lower GPA's
- Completion of a writing exercise in response to a prompt provided by ACU
- Professional CV or resume

Cost:

- Per Credit - $767
- Per Course: $2,301
- Resource Fees: $2,400 ($200 per 7 week session)
- Estimated Total Tuition: $30,012

Graduation Requirements:

Students must earn a 3.0 GPA or higher to meet graduation requirements and complete at least 33 advanced hours.

Job Outlook in Texas:

7,100 Jobs
Open in 2020*

4,490
Unique Postings (9/16-12/21)

$84,100 per year
Median Earnings

*Filtered by the proportion of the national workforce in these occupations with a Bachelor's degree. Source Emsi Analyst 2022.

Acquired Skills:

Top Hard Skills

- Strategic Planning
- Student Services
- Curriculum Development
- Academic Affairs

Top Common Skills

- Leadership
- Training
- Communications
- Management

855-219-7300 | ACU.EDU

2023-2024 Academic Year

Education Specialist in Organizational Leadership Conflict Resolution Concentration

Curriculum:

LEAD 711: Theories & Practices of Effective Leadership
Examines classical and contemporary theories and styles of leadership and their application to a variety of professional settings. Incorporates the student's experiences and observations regarding leadership from their personal and professional experiences and current work setting. Students will examine principal foundations of leadership, such as one's values, philosophy of life, and beliefs about the nature of humankind.

LEAD 714: Self-Assessment in Leadership
Assists students in understanding personal leadership styles including personality type and communication style. Exposes students to relevant literature on emotional intelligence and interpersonal neurobiology as it relates to leadership. Students will reflect upon the role of Christian vocation and calling in their leadership development.

LEAD 724: Leadership in Diverse Contexts
Introduces students to relevant literature and practices of leading diverse groups. Includes examination of the leader's own social location and attitudes regarding diversity as well as the capacity to develop trust and shared motivations among diverse group members. Students will learn tools and concepts to resolve tensions, maximize strengths of diverse team members, support collaboration, and create welcoming and inclusive environments.

LEAD 731: Leading Organizational Change
This course focuses on planning and managing change and provides frameworks and tools to implement it. Participants will examine personal and organizational approaches to dealing with change through case studies, exercises, and extensive group discussions. Assignments will focus on opportunities for change within the participants own organizations.

LEAD 741: Human Resource Development
Introduces the student to a framework for helping employees develop their personal and organizational skills, knowledge, and abilities. Topics will include employee training, employee career development, performance management and development, coaching, mentoring, succession planning, key employee identification, and organization development.

LEAD 781: Organizational Assessment & Evaluation
Examines key concepts, methods, and approaches in the field of evaluation research. Students will be exposed to theoretical and methodological options in current evaluation practice across social service, education, and business contexts. The comprehensive range of activities involved in designing, implementing, and assessing organizational effectiveness will be explored.

LEAD 782: Research Methodology and Design
Students will explore methodologies that can be used to address research problems of practice. Within specific methodologies, students will learn of specific designs and how to structure research questions that reflect those designs. Students will work to integrate knowledge into decision-making about methodologies and designs within alignment case studies.

Conflict Resolution Concentration Courses:

CONR 602: The Dynamics of Interpersonal Conflict*
The Dynamics of Interpersonal Conflict is a graduate-level course that addresses the fundamental aspects of understanding, analyzing, and managing interpersonal conflict. Students will examine contributing factors to conflict such as communication, emotions, and identity. Course material is theoretical as well as practical. The course provides foundational material that students will apply throughout the program.
*A $55 resource fee applies to this course.

CONR 603: Negotiation - Principles & Practice
Negotiation is a comprehensive study of the conceptual and interpersonal skills required to engage in effective negotiation. Topics include analyzing the negotiation context, preparing a negotiation plan, conducting negotiation sessions, resolving impasses, and documenting agreements. The course entails an emphasis on development, analytical, and interpersonal negotiation skills.

CONR 604: Mediation - Principles & Practice
A graduate-level course focusing on the art and science of facilitating conversations and negotiations between parties in conflict. Designed for individuals in leadership roles in a wide variety of organizational and personal environments, as well as individuals seeking professional work in conflict resolution, the course presents opportunities for personal assessment and development of party and group facilitation, problem-solving skills, and approaches for conflict management through the role of mediator.

CONR 606: Theory 1
This course introduces students to various communication and social/political theories as means to explain, predict, and ultimately resolve conflict between individuals and groups. The course makes extensive use of television and film to illustrate theoretical analyses of interpersonal and group communication and conflict.

CONR 725: Beyond Power: The Theory and Practice of Appropriate Decision Making
This course explores organizational decision theory and provides students with practical alternatives to hierarchical policy-making and enforcement. Using proven conflict management strategies and techniques, students will learn to reverse-engineer potential problems, create a culture of collaboration and resiliency, and value inclusivity within an organization.

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Higher Education Concentration Courses:

Choose 5 courses from the following selection. For course descriptions please see the 2022-2023 catalog.

HIED 611, 613, 621, 622, 632, 635, 641, 643, 647, 652, 658, 662, 665, 672

Online
Education Specialist in Organizational Leadership
Learning with Emerging Technologies Concentration
36 Credit Hours

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Learning With Emerging Technologies Concentration Courses:

EDUO 651: Continuous Improvement of Digital Learning
Students within this course examine the attributes of effective Technology-Enhanced Learning Environments, and the considerations involved for ensuring their appropriate and relevant design, development, and integration. Students explore key strategies and factors for success in implementation and long-term adoption by teachers and learners and demonstrate essential skills for beneficial application.

EDUO 652: Leading Evolving Digital Learning Systems
This course prepares educational leaders with the skills needed to address the challenges and trends associated with implementing emerging technology practices and strategies within a learning environment. Students explore central theoretical, social, and technical factors impacting the identification, planning, and introduction of appropriate solutions. In addition, students will gain relevant experience in evaluation and discernment based on research into significant emerging developments within the learning context.

EDUO 661: Capstone in Curriculum and Instruction
Provides a culminating, student-centered, student-directed experience in which students analyze and synthesize knowledge, skills from across their program to demonstrate mastery of learning. A capstone course.

EDUO 677: Adult Development and Learning Through Technology
The purpose of this course is to advance the understanding of the basic principles behind motivating adults to learn through exploration of self-directed and transformative learning, experience and learning, body and spirit in learning and learning in the digital age. Procedures for implementing these principles to bring about change in adult behavior will be explored.

EDUO 678: Instructional Design and Technology
This course will focus on the theory and structure of the instructional design process to support teaching and learning. More specifically, the learner will develop competencies for planning, implementing and evaluating appropriate instructional media, methods, and materials to support constructivist learning. Students will utilize a systems approach to design and develop a piece of instruction. The four phases of instructional design, analysis, design, development, and evaluation, in the context of appropriate models will be examined.

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Positive Leadership Concentration Courses:

LEAD 736: Foundations of Positive Leadership
In this course, students are exposed to the foundations of the field of positive leadership, and positive organizational scholarship, including theories and frameworks in positive leadership. Topics include: revisiting strengths and assessments in LEAD 714, developing a more thorough understanding and implementation of self-leadership strategies, reflecting on values, morals, ethical decision making and their identity as a positive leader.

LEAD 751: Positive Organizational Culture
Students learn why culture matters in organizational success and how to create a positive culture. Topics include: macroculture and microculture, workplace design, culture at different stages of the growth/change cycle, purpose-driven cultures, cultures of teamwork, learning and innovation, and toxic cultures vs. cultures that promote health and well-being.

LEAD 752: Leading with Positive Communication and Virtue
Students learn the foundations of positive communications and virtue in organizations. Topics include: implementing positive communication strategies, identifying positive energizers/creating positive energy networks, and understanding features of virtuous organizations such as gratitude and forgiveness.

LEAD 756: Leading Flourishing Organizations
Students learn the foundation and skills needed to lead flourishing organizations. Topics include: health and well-being in the workplace, organizational trust, peace and social responsibility, building effective teams, diversity, and revisiting self-leadership strategies.

LEAD 757: Positive Organizational Culture and Resilience
Students learn the foundation and skills needed to promote positive organizational culture and resilience in organizations. Topics include: creating positive organizational culture, competing values framework, environmental design, incorporating creativity, innovations, and play to promote resilience, leading through crisis, and revisiting self-leadership strategies.