

SCHOOL OF HUMAN SERVICES



Springfield College

EXECUTIVE MASTER'S PROGRAM



Master of Science in Human Services with a
Concentration in Organizational Management and Leadership

Education For **LEADERSHIP**

Today's human services arena is a dynamic and challenging environment where effective leadership demands a broad array of skills. Successful leaders need a deep understanding of the forces shaping our world, a solid knowledge of management principles and strategies, the capacity to operate creatively and the ability to bring together diverse groups in order to transform communities. They must be prepared to shape a compelling vision for change, to advocate persuasively, to plan strategically, and to demonstrate results.

The Executive Master's Program offers a unique option to senior professionals who are ready to respond to such challenges by developing higher levels of knowledge and skills. Designed specifically for executives, the program combines the power of collaborative learning with a creative schedule that accommodates the many responsibilities of leadership.

AN EXECUTIVE PROGRAM

Participants in the Executive Master's Program come from a variety of local, national, and international organizations. They come with different backgrounds and interests and with different experiences in the field of human services. However, they share an important feature: They have all grappled with the challenges of leading an organization toward creating change. They have lived with the demands of leadership on a day-to-day basis. They appreciate the need to enhance their skills and knowledge to meet their professional goals.

A COHORT MODEL

The structure of the Executive Master's Program reflects the high value the School of Human Services places on collaborative learning. Participants work with the same cohort of 15 to 20 peers throughout the program. The cohort's members, with their differing backgrounds, become a powerful source of learning for each other. The real-world experiences they bring with them enrich and expand both theoretical learning and practical applications. The participants develop networks that often extend far beyond the time and space boundaries of the academic program.

A CREATIVE SCHEDULE THAT MEETS PROFESSIONALS' NEEDS

The Executive Master's Program follows an innovative schedule that recognizes the work, community, and family responsibilities of its students and makes it possible to complete a master's degree in human services with a concentration in organizational management and leadership in as little as 18 months. Cohorts come together for focused two-week or one-week residencies. These sessions provide an intense immersion in classes, discussions, and project planning; yet offer minimal disruptions to professional and personal schedules. Learning continues between the sessions through individual research and study as well as distance learning activities.



RESIDENCIES LOCATED IN SHS FACILITIES

The School of Human Services currently has eleven campuses in the United States, located in Springfield and Boston, Massachusetts; Manchester, New Hampshire; St. Johnsbury, Vermont; Wilmington, Delaware; Charleston, South Carolina; Tampa, Florida; Milwaukee, Wisconsin; Los Angeles and San Diego, California; and Houston, Texas. The residencies of the Executive Master's Program take place at several of these campuses, with one of the four sessions located at the Springfield Campus. Since program participants come from all over the country, the selection of the other sites is influenced by considerations of convenience for cohort members.

THE PROGRAM CURRICULUM

The Executive Master's Program in Human Services is founded on the mission of the Springfield College School of Human Services to provide broadly accessible higher education in human services for adult learners, embodying the principles of Humanics, community partnership, and academic excellence to achieve social and economic justice.

The program is interdisciplinary in nature and combines elements of critical thinking, social analysis, communication, and leadership development. The instructional approach stresses the students' active participation in the learning process, the value of real-world experience and the integration of theory and practice. Diversity and collaboration are core values of the program and are central to the strength of the learning community. The curriculum includes a number of foundation courses, including a project sequence in action research, and cohort-chosen electives, all of which are listed below.

UNIT I	UNIT II	UNIT III	UNIT IV
MOML 625: Leadership: A Lifelong Journey	MOML 662: Staffing, Supervision, and Human Resource Management	MOML 626: Economics and Social Change	MOML 661: Organizational Change and Development
MOML 657: Strategic Planning	MOML 668: Ethical Competence	MOML 659: Fiscal Management	Cohort-chosen Elective
MOML 667: Program Evaluation	MOML 628: Building Multicultural Communities and Organizations	MOML 678: Advocacy and Policy Analysis	Cohort-chosen Elective
MOML 601: Graduate Project I	MOML 602: Graduate Project II	MOML 603: Graduate Project III	MOML 604: Graduate Project IV



Cohort-chosen electives may include:

Any course currently in the School of Human Services Graduate Catalog, including the following:

- MOML 664: Legal and Ethical Aspects of Nonprofit Management
- MOML 666: Power and Accountability
- MOML 669: Board Development for Nonprofit Organizations
- MOML 676: Conflict in the Workplace
- MOML 677: Marketing and Public Relations



NEXT STEPS

The School of Human Services welcomes your questions and is prepared to facilitate your application process. For application materials or more information about the Executive Master's Program in Human Services with a concentration in Organizational Management and Leadership, please contact:

Executive Master's Program
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ABOUT THE SPRINGFIELD COLLEGE SCHOOL OF HUMAN SERVICES

Springfield College was established in 1885 and is fully accredited by the New England Association of Schools and Colleges.

The School of Human Services undergraduate program is professionally accredited by the Council for Standards in Human Service Education.

