



What Is Organizational Leadership ?

People interact with each other every day and many of these interactions are in established organizations— educational, religious, commercial, political and governmental to name a few. These organizations need effective and flexible leaders *and* followers to function well and enable their members to adapt to change—which is inevitable.

The Organizational Leadership program at RMU is an interdisciplinary program which emphasizes the analytical and practical skills necessary to participate effectively in a wide range of society’s organizations. You will learn and practice how leaders recognize opportunities to motivate individuals and groups, and how followers choose leaders. You will learn to anticipate, plan, reflect, and act on problems and in situations by using information, negotiating, organizing resources, and understanding human behavior. The program focuses on the development of leadership skills, enabling graduates to become successful leaders in an ever-changing world.

The **Bachelor of Science (B.S.) in Organizational Leadership** degree provides a foundation in many aspects of leading: the process of influencing others and adapting to change, ethical behavior, organizational culture and diverse perspectives, purposeful communication, and the use of information for decision-making.

The **Master of Science (M.S.) in Organizational Leadership** is an interdisciplinary program which builds on a student’s experience. Students learn and practice how leaders recognize opportunities to motivate individuals and groups, and how and why people are chosen as leaders by those who follow them. To provide you with a deeper understanding of how leaders and followers accomplish and adapt, you will study the theories and strategies of leadership, communications, decision-making, ethics, and change as well as how to manage information and technology, and analyze human behavior in cultural contexts.

The **Integrated Bachelor’s/M.S. in Organizational Leadership** program allows qualified students to rapidly earn a Master’s degree in Organizational Leadership. Students with between 87 and 108 applied credits toward any qualifying bachelor’s degree with at least 18 of those credits at RMU are eligible to apply to the Integrated M.S. in Organizational Leadership program.

About Robert Morris University

Robert Morris University was founded in 1921 in downtown Pittsburgh as the Pittsburgh School of Accountancy. In 1935, the name of the institution was changed to the Robert Morris School of Business in honor of the founding father popularly known as the financier of the American revolution.

In 1961, Robert Morris acquired the estate of Oliver Kaufmann in Moon in order to build its first residential campus. The first students on campus lived in the Kaufmann mansion, where today sits Massey Hall. In 1962, the name of the school changed to Robert Morris Junior College, and then in 1969, it became Robert Morris College. Throughout the next three decades, Robert Morris expanded to include graduate degree programs and added more bachelor’s programs as well. In 2002, following approval by the Pennsylvania Department of Education, the school became Robert Morris University.

The Department of Organizational Leadership offers a Bachelor of Science degree, a Master of Science degree, as well as Certificate Programs in Organizational Leadership. **For more information on the Department of Organizational Leadership, please contact: Dr. Anthony R. Petroy at 412.397.6302 (petroy@rmu.edu) or visit our website at <http://scis.rmu.edu/organizational-leadership>.**

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“Robert Morris University (RMU) has been a great influence on my life, allowing me to further my academic objectives and reaching my goals to succeed not only in my career but also in life. I’m proud to say that RMU has given me the tools to move forward in a positive direction.

At times, working full time and having a family made it difficult to juggle everything, but through a flexible schedule and on-line classes RMU provided an excellent learning environment in which to obtain my degree.

From an academic standpoint, I have always admired the great work that RMU has done in the region. I have both family and friends that attended RMU and knew it would be the right fit for me. I am so glad I made the choice to attend RMU.

The faculty and staff have always been willing to assist me in coordinating a busy life and balancing a productive curriculum to compliment my educational requirements.

What’s most impressive about RMU is the great mix of working business executives and professors who teach and make up the core of those who educate the student. This has allowed me to obtain real life wisdom with tremendous implementation of true academic excellence.”

Ron Arnoni, Class of 2014

District Judge—District Court 05-02-20

“When I transitioned into the Pittsburgh Pirates as the Manager of Diversity Initiatives, I wanted to continue my education to make myself a better asset to the organization. I value education and chose Robert Morris because of the positive reputation the institution has throughout the region. They provide a top notch education in a format that works for professionals.

I selected the Organization Leadership program because I wanted the opportunity to be educated, well versed, and conquer new things both in my organization and in my community. The knowledge acquired allows me to better evaluate myself as a leader and handle situations more effectively in all areas of my life. The hybrid program worked well for me as I find value in the face-to-face experience while the on-line courses worked well for my hectic schedule. It gave me the best of both worlds while providing me the opportunity to further my knowledge, skills, and overall career. I appreciate Robert Morris University and the Organizational Leadership program for the chance to grow as a person and as a professional.”

Chaz Kellem, Class of 2010

Manager of Diversity Initiatives—Pittsburgh Pirates



“I decided to enroll in RMU’s Organizational Leadership program because I believed that possessing a Master’s Degree from RMU would advance my career in a way unlike any other. While enrolled at RMU, I gained the knowledge and confidence to be a leader within the business world. Combined with my degree and experience, I was promoted within my organization and continue to use my degree as a solid foundation within my field.

Attending RMU was extremely beneficial in a multitude of ways. The program adapted to my sometimes hectic schedule as well as provided me with the utmost learning opportunities. The professors at RMU always taught material that was extremely relevant to the current business world and offered their expertise on how to confidently lead within a large corporate organization.

I am extremely excited about my present career situation as well as what my future holds, and I owe much of that to Robert Morris University. I would recommend RMU to anyone interested in advancing their careers and opening doors.”

David Pallof, Jr., Class of 2012

AVP, Senior Procedures Analyst , PNC Bank



Sreen & Kelly Askari

“The RMU Organizational Leadership program was one of the best decisions I ever made. I switched to the program from the Business program at the beginning of my junior year and I could not have been happier. The program led me to a life-changing experience at Calgon Carbon where I worked as a Marketing Intern. There, I was able to use the knowledge, skills, and confidence gained from the Organizational Leadership program at RMU. I was able to influence the business unit giving ideas and presentations. It was incredible to receive praise not only from my department and boss, but the CEO of the company!

While searching for a life-long career in the Organizational Leadership field, I am continuing my career as a karate instructor and USA National Karate Team Member/Athlete. I have had a number of interviews and job offers, but have not yet found the job that is the right fit. I have decided to continue my education and am applying for the Master of Science at RMU as well.

One major thing I learned from the Organizational Leadership program and the incredibly helpful and encouraging instructors, is that in order to be a great leader, you must first believe in yourself and your own abilities to be able to lead others to do the same. This is why I refuse to give up until I find the career of my dreams.

My mom is the one who told me about this program and it sounded like a good fit for me. We shared the Organizational Leadership experience together and graduated side by side. Neither of us could be happier with all this wonderful major had to bring.”

Sreen Askari, Class of 2014

“I enrolled at RMU in the Organizational Leadership program in the fall of 2009 for two reasons; in order to position myself for future promotions and to make myself more marketable in a difficult economy. In early 2008 I was laid off from my position in the airlines and although I was rehired in another position, I was unable to negotiate my salary because I lacked a degree. The stress of being without employment was difficult and I knew that I did not want to experience that again. When it came time for my daughter to attend college, I decided to obtain my degree along with her. We both attended RMU in the same program and graduated together in May 2014!

While working and attending school full-time was a challenge, I am so happy that I did it. I was able to take my classes online which made obtaining my degree possible. This flexibility also allowed me to travel for work, vacations, and to watch my daughter compete in karate all over the world. It was also very helpful that the professors were just a phone call or email away if I had questions on my assignments.

While in the program, I learned many concepts that I have been able to apply in my work environment. The knowledge that I have gained while in the Organizational Leadership program at RMU has helped me to become a better manager and position myself for future promotions and job marketability.”

Kelly Askari, Class of 2014

U.S. Airways/American Airlines



Dr. Anthony R. Petroy

Department Head

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Message from Dr. Petroy

“Inspiration comes from gaining knowledge. The successes we highlight here are from individuals who sought to achieve greater success. Join one of our programs to help promote your success.”

Highlights of our Degrees

Bachelor's in Organizational Leadership

- ◆ 8 week accelerated format with 6 starts per year
- ◆ Hybrid format courses (combining face-to-face and on-line components) meet once a week
- ◆ Courses offered at
 - Heinz Center in Downtown Pittsburgh
 - The 911th and 171st Airbases in Moon Township, PA
 - The RMU Campus in Moon Township, PA
- ◆ Courses offered in a Fully Online Format allowing for greater flexibility for students
- ◆ Organizational Leadership can be taken as a 30 credit minor
- ◆ 120 credit hours
- ◆ Maximum of 69 transfer credits are allowed
- ◆ ORGL degree is a great choice for those seeking career advancement, degree completion, team or project lead positions
- ◆ International Study Abroad opportunities are available through the Faculty Lead Education Abroad Program
- ◆ Internship opportunities are available
- ◆ 9 credit Certificates are offered in
 - Professional Communications
 - Leadership and Ethics
 - Credits apply towards a Bachelor's Degree
- ◆ Provides maximum flexibility for military students
- ◆ Electives from other programs may be included

Master's in Organizational Leadership

- ◆ 8 week accelerated format with 6 starts per year
- ◆ Hybrid format courses (combining face-to-face and on-line components) meet once a week
- ◆ Courses offered at
 - Heinz Center in Downtown Pittsburgh
 - The 911th and 171st Airbases in Moon Township, PA
 - The RMU Campus in Moon Township, PA
- ◆ Courses offered in a Fully Online Format allowing for greater flexibility for students
- ◆ 30 credit hours
- ◆ Maximum of 6 transfer credits allowed
- ◆ A Master's in ORGL is a great choice for those seeking career advancement, management roles, career change, board of director or entrepreneurial positions, consulting or coaching positions
- ◆ Internship opportunities are available
- ◆ 9 credit Certificates are offered in
 - Group Dynamics and Conflict Resolution
 - Ethics and Legal Issues
 - Leadership and Change
- ◆ The program provides maximum flexibility for military students
- ◆ Electives from other masters programs may be included