

TEXAS A&M UNIVERSITY-CENTRAL TEXAS
2025-2026 Catalog Advising Guide
Master of Science in Leadership

Program Overview:

The MS in Leadership for Sustainability program is designed to prepare students for the leadership challenges that are inherent in all sectors: business, military, government, education, and nonprofit. In so doing, the MS Leadership also embeds principles of sustainability into the core curriculum and challenges students to explore the daunting task of creating learning organizations that simultaneously maximize employee well-being, social responsibility, and performance excellence—the triple bottom line.

Program Requirements:

Core Requirements (18 credit hours/six courses)	Term Completed	Grade
MGMT 5301 Organizational Behavior		
MGMT 5307 Responsibilities & Ethics of Leadership		
MGMT 5308 Strategic Organization Design		
MGMT 5309 Global Leadership Theory & Practice		
MGMT 5310 Leadership Formation & Development		
MGMT 5368 Development & Change for Learning Organizations		
Electives (12 credit hours/four courses*)	Term Completed	Grade
ACCT, BUSI, CIS, FIN, HEAD, HRM, MGMT , or MKTG Course**		
ACCT, BUSI, CIS, FIN, HEAD, HRM, MGMT , or MKTG Course**		
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ACCT, BUSI, CIS, FIN, HEAD, HRM, MGMT , or MKTG Course**		

*Certificates are available in Accounting Information and Control, Analytical Financial Management, Applied Data Analytics, **Business Sustainability**, Cybersecurity, Healthcare Administration, Information Systems, **Organizational Effectiveness**, Strategic Human Resource Management, and Tax Compliance and Planning.

**Students may select any course for which they have met the prerequisites, but MGMT courses are preferred. Students could complete one of two MGMT-related certificates: Business Sustainability and Organizational Effectiveness.

NOTE: This is a tentative guide used for advisement purposes. It is not considered to be the official Texas A&M University-Central Texas degree plan, and it is subject to review and change by the Texas Higher Education Coordinating Board.

MS Leadership Program Tips

- **Advising Support:** If you need assistance with course mapping or registration, don't hesitate to reach out to an academic advisor. They're here to help! If you don't check in every term, please check in with them when you're about halfway complete, so they can help ensure a smooth finish to your program!
- **Full-Time Status:** Taking nine credit hours is considered full-time for graduate students versus twelve for undergraduate courses, demonstrating the increase in difficulty and time commitment. Thus, consider how many courses you take carefully!
- **Grade Considerations:** You must receive a C or better for any course to count (B for BUSI 5359). You must also have an overall 3.0 to graduate. This means that you could have two C's and get credit for both courses, but you would also need two A's to have a 3.0 and graduate.

- **Six-year Rule:** Unlike undergraduate courses, graduate courses generally only count towards a degree for six years. While it's perfectly fine to go slower or miss a term or two, be sure you complete all requirements within six years.
- **Degree Works:** We recommend checking your Degree Works before registering each term to ensure you're on track with your degree plan.
- **Course Availability:** Certain courses are only offered during specific terms (fall or spring). Please review the course rotation below to ensure you complete your program within your desired timeline.
- **General Course Scheduling Tip:** Watch the scheduling balance with eight- and sixteen-week courses. Two eight-week courses at one time, as often happens in the summer, are the equivalent of four sixteen-week courses, which is a lot of work.
- **Elective Choices & Certificates:** While we allow students to select any COBA elective they are qualified to register, as some may more directly relate to their career plans than others, we recommend students complete the Business Sustainability or Organizational Effectiveness Certificate as a part of their program.

MS Leadership Core Course Availability

Course	Course Title	Fall	Spring	Summer
MGMT 5301	Organizational Behavior	Classroom & Online (16-Weeks)	Online (16 and 1 st 8-weeks)	Online
MGMT 5307	Resp. & Ethics of Leadership	Online (16 and 2 nd 8-weeks)	Classroom & Online (16-Weeks)	Online
MGMT 5308	Strategic Organization Design	Online (16 Weeks) – Fall 2026	Online (16 Weeks) – Spring 2026	
MGMT 5309	Global Leadership Theory & Practice	Online (16-Weeks)		
MGMT 5310	Leadership Formation & Development		Online (16 Weeks)	
MGMT 5368	Development & Change for Learning Organizations		Online (16 Weeks)	
MGMT 5090	Comprehensive Exam (Zero credit)	Online	Online	Online

Business Sustainability Certificate (4 Courses/12 Credit Hours) – 30 Total Hours

Course	Course Title	Fall	Spring	Summer
MGMT 5302	Sustainability in Business		Online (16 Weeks)	
MGMT 5311	Sustainable Operations & Services		Online (16 Weeks)	
MGMT 5315	International Management for Sustainability	Online (16 Weeks)		
MGMT 5330	Cross-Sector Partnerships for Sustainability	Online (16 Weeks)		

Organizational Effectiveness Certificate (3 Courses/9 Credit Hours)
One elective needed to get to 30 total hours

Course	Course Title	Fall	Spring	Summer
MGMT 5320	Negotiations	Online (2 nd 8 Weeks)		
MGMT 5345	Creativity and Innovation			Online
MGMT 5350	Project Management		Online (1 st 8-weeks)	

Course Modality Descriptions:

1. Classroom & Online - Some call this a Hyflex or multi-modal course. You will see two cross-listed sections. One is what we call a Classroom Blended format, meaning that most of the class has a scheduled meeting time. The other section is an asynchronous, fully online course, meaning that you do not have to attend a single class in person or participate online at regularly scheduled times. With this course structure, students may move between course formats each week without notifying their instructor. This provides maximum flexibility for students as some that prefer in-person classes may have to occasionally miss and those that normally work asynchronously online can choose to attend in person based on their availability and the topic. Some instructors may also broadcast the in-person session synchronously via WebEx, Microsoft Teams, or other platforms.
2. Online—As stated above, these are asynchronous, fully online courses, meaning that you do not have to attend a single class in person or participate online at regularly scheduled times. Students may have to schedule occasional group meetings or a session with the professor, such as to complete an oral assignment, but they will be able to participate in determining those times.

See an advisor to help plan your preferred course length and modality to stay on track!