Bachelor of Science in Organizational Leadership and Learning
Healthcare Leadership

100% Online | A degree that recognizes your knowledge... And rewards your experience

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Connect with one of our enrollment counselors
online@louisville.edu
800.871.8635

The University of Louisville is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (SACSCOC). For more information visit www.louisville.edu/accreditation
For program availability in your state visit uofl.me/sarstates

Updated: 08.12.16
About Us

University of Louisville (UofL)

The University of Louisville is a state-supported research university located in Kentucky’s largest metropolitan area that offers 170 majors, degrees, certificates and professional development programs.

The University of Louisville’s mission is to be a premier, nationally recognized metropolitan research university with a commitment to the liberal arts and sciences and to the intellectual, cultural, and economic development of our diverse communities and citizens through the pursuit of excellence.

With a student body exceeding 22,500 and with more than 6,500 faculty members, the University of Louisville paves the way for students of all ages to achieve their academic, professional and personal goals through quality education.

UofL Online Learning

The University of Louisville understands the challenges of adult professionals who want to earn a college degree and extends its education offerings through UofL Online Learning to connect nontraditional students with flexible online education options that can help them acquire the necessary knowledge and skills in a convenient and affordable manner.

UofL Online Learning delivers a wide variety of online CBE courses and in-demand undergraduate, graduate and certificate programs completely online to students in the U.S. and around the world.

Organizational Leadership and Learning

The Organizational Leadership and Learning (OLL) program offered though the College of Education and Human Development at UofL includes innovative degrees at the bachelor’s, master’s and doctoral levels. Our programs educate professionals who focus on leadership, organization development, human resources, and workforce development in order to benefit individuals, organizations and society.

Our graduates work in corporations, educational institutions, government agencies, healthcare organizations, the military, non-profit organizations and community-based groups. We educate a diverse group, including new practitioners, seasoned professionals and aspiring scholars.

The Bachelor of Science in Organizational Leadership and Learning with a focus on Healthcare Leadership is delivered through an innovative method of competency-based education (CBE), allowing healthcare professionals to capitalize on existing knowledge and experience and earn a bachelor’s degree at their own pace. You can further enhance your skills in leadership, organizational change, workplace development and performance and attain higher-level positions in your organization.

Accreditation

The University of Louisville is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools.
Program Info: Bachelor of Science in Organizational Leadership & Learning/Healthcare Leadership

As an increasing number of business and nursing professionals are tapped to play a more complex role in the healthcare organizations of the future, traditional roles in healthcare supervision, management, and leadership are becoming more strategic and larger in scope. More than ever before, mid-level professionals are being asked to develop a broader set of leadership and technical skills and increase their understanding of healthcare delivery and support.

Our program is designed to meet this demand. UofL’s bachelor’s degree in organizational leadership and learning with an emphasis in healthcare leadership was developed to help you balance career goals and lifestyle, as it is delivered through an innovative method of competency-based education (CBE), allowing you to capitalize on existing knowledge and experience and earn a bachelor’s degree at your own pace.

To complete the BS OLL degree in Healthcare Leadership, CBE students at the University of Louisville may: (1) transfer in their previous college credits or fulfill GenEd requirements at UofL or a community college; (2) earn up to 48 college credits tuition-free for their work experience and other types of learning; and (3) complete the Healthcare Leadership core course requirements in a flexible, self-paced format. All CBE courses are offered 100% online so you can learn from the comfort of your home, office or military base.

The structure of our program and its delivery are essential for individuals who have acquired experience in the healthcare field, but are missing the proper credentials for promotions within their organization, increased pay, or management and leadership roles. Our bachelor’s program focused on healthcare leadership is also the perfect launch platform for further education, such as a graduate degree program.

The Competency-Based Education (CBE) Model

UofL’s OnTrack program is the first of its kind in the state and region, with a curriculum aligned with the National Center for Healthcare Leadership’s (NCHL.org) competency model, which is one of the leading industry standard models for healthcare executive competencies development.

The “Competency-based education” (CBE) model is an innovative learning delivery structured to help working professionals obtain a bachelor’s degree at their own pace and on their own time.

A CBE course is a component of a traditional 3-credit hour course: each CBE course is 1 credit hour and 3 CBE courses make up one traditional course to allow students to focus on one competency area at a time within the discipline they are studying. If students demonstrate that they possess the required competencies for a specific topic, they have the option to test out and move ahead faster.

The CBE model allows for time flexibility in achieving the desired learning outcomes, while providing learning opportunities customized to the students’ needs. Students may take as little or as much time as they need to gain the required knowledge in each course and then proceed to the next course.

This program is essential for individuals who have acquired experience in the healthcare field, but are missing the proper credentials for promotions within their organization, increased pay, or management and leadership roles. Our bachelor’s program focused on healthcare leadership is also the perfect launch platform for further education, such as a graduate degree program.

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The Prior Learning Assessment - Earning credit for what you know

During the initial phase of the program, students go through a Prior Learning Assessment where they document learning from work experiences, existing course credits or a previously earned degree, as well as military or specialized healthcare training, and submit the documentation for evaluation to receive credit for the Healthcare Leadership specialization.

Students may earn up to 48 credit hours in the specialization component at no cost (equivalent of 16 CBE courses tuition-free), then proceed with the remaining CBE courses required for the completion of the BSOLL degree – Healthcare Leadership track. The entire degree program requires a minimum of 123 credit hours, which include the major track, general education required CBE courses, elective CBE courses and work specialization.

Career Potential

Our students have careers that span across a variety of Healthcare Administration and/or Healthcare Management positions, from entry and mid-levels to clinic/service/department levels in public or private healthcare organizations and systems.

Healthcare Leadership (CBE) students come to the program from a wide variety of positions, or are preparing to advance into new positions, including:

- Clinic Manager/Administrator
- Clinical Practice Manager
- Community Health Operations Manager
- Health Insurance Manager
- Health Policy Manager
- Health Systems Specialist
- Healthcare Administrator
- Healthcare Coordinator
- Healthcare Logistics Manager
- Healthcare Manager
- Long Term Care Administrator
- Military Healthcare, Operations Manager
- Nursing Home Administrator
- Nursing Supervisor
- Pharmacy, Lab, Radiology Administrator
- Public Health Manager
- Team Lead/Supervisor
- Technical Supervisor

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## Program Curriculum

### Bachelor of Science in Organizational Leadership & Learning / Healthcare Leadership

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ELFH301</td>
<td>Basic Skills for Success</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH302</td>
<td>Prior Learning Documentation</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH303</td>
<td>Self-Assessment</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH304</td>
<td>Understanding Needs Assessment</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH305</td>
<td>Identifying Needs Assessment</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH306</td>
<td>Applying Needs Assessment</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH317</td>
<td>Instructional Techniques and Strategies</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH318</td>
<td>Managing Group Dynamics</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH319</td>
<td>Facilitating Group Decision Making</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH344</td>
<td>Project Planning Elements</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH345</td>
<td>Managing Project Elements</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH346</td>
<td>Project Oversight</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH401</td>
<td>Strategic Human Resource Management and Law</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH402</td>
<td>Human Resource Recruitment and Selection</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH403</td>
<td>Human Resource Performance Management and Compensation</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH404</td>
<td>Career Management</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH405</td>
<td>Assessing Talent</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH406</td>
<td>Coaching for Performance</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH407</td>
<td>Diversity and Inclusion in the Workplace</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH408</td>
<td>Competing Perspectives and Rules in the Workplace</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH409</td>
<td>Global Workforce</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH421</td>
<td>Understanding Conflict in Organizations</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH422</td>
<td>Conflict Management</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH423</td>
<td>Dispute Resolution</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH427</td>
<td>Principles of Management</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH428</td>
<td>Understanding Leadership</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH429</td>
<td>Leading and Leadership</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH444</td>
<td>Leading Change</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH445</td>
<td>Organizational Development</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH446</td>
<td>Leading Process Management in Healthcare</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH511</td>
<td>Ethical Theories and Ethical Problem-Solving</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH512</td>
<td>Individual Ethics in the Organization</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH513</td>
<td>Building Ethical Organizations</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH581</td>
<td>Culminating Experience on Personal Growth</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH582</td>
<td>Program Exit Experience</td>
<td>(1)</td>
</tr>
<tr>
<td>ELFH583</td>
<td>Capstone Project</td>
<td>(1)</td>
</tr>
</tbody>
</table>

**TOTAL CREDITS (CORE HCL CBE courses)** (36)

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Admission & Application Requirements

Candidates seeking admission to University of Louisville’s Bachelor of Science in Organizational Leadership and Learning – Healthcare Leadership through the competency-based education (CBE) model must submit the documentation listed below.

Petition for admission requirement waiver

Applicants who do not meet admission requirement(s) may submit a petition for admission within the application form, in conjunction with all other application materials, explaining 1) how this program fits in the applicant’s career planning and 2) why the unmet requirement(s) will not be a barrier to success in this program.

Contact the Online Learning Team at online@louisville.edu or 800.871.8635 to determine conditional admittance eligibility.

Admission Requirements

• Previous Education -- A minimum of 24 college credits completed preferred.
  o Applicants with less than 24 hours of transferrable credit (but who meet all other admission requirements) can be admitted into the continuing studies program to fulfill requirements.
  o Applicants with less than 24 credit hours are admitted in good standing with proof of:
    • High School grade point average of 2.50 or above, or successful completion of the General Education Development (GED) tests
    • Completion of the Kentucky Pre-College Curriculum
    • ACT composite score of 21 or above

• GPA -- A minimum of 2.70 (on a 4.0 scale) cumulative grade point average for all college credit previously earned (based on degree-applicable credits)

• Work Experience -- A minimum of 2,000 hours (approximately one year total) of supervised work experience in a healthcare position, which must have occurred within the past 5-year period.

• Minimum Age – Candidates applying for admission to this program must be 25 years of age or older.

Application Requirements

1. Create account and sign in [OnTrack Application Portal]

2. Complete and submit application form for the desired start term

3. Submit application fee of $50

4. Submit professional resume – attach this document within the application form as prompted

5. Order official college transcripts – Please contact the Registrar Office at each college you have attended and graduated from to order official transcripts. Electronic transcripts are only accepted directly from the institution(s). Please have electronic transcripts sent to online@louisville.edu.

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Term Starts

• You can start the first Tuesday of each month, except in December  
• BSOLL / Healthcare Leadership program has a total of 11 starts per year

Application Deadlines

• Because classes begin on the first Tuesday of each month, we recommend that you complete the application and submit supporting documents at least 2 weeks before the start date.

Transcripts evaluation

Typically, our admissions team will evaluate transcripts in the order they are received, within one week from receipt. Acceptance into the CBE program will require submission of official transcripts from all institutions of higher education attended before. Please have your official transcripts sent here:

• Electronically – online@louisville.edu

• By mail – University of Louisville  
  Belknap Campus, Ekstrom Library  
  Delphi Center for Teaching and Learning, 2nd floor (Rm 244)  
  Online Learning - Enrollment Management Department, 2301 South 3rd Street  
  Louisville, KY 40292

If you have questions about transferring credit, contact our Online Learning Enrollment Counselor at 800.871.8635 or by email, online@louisville.edu.

Credit Transfer

You may transfer credits from any regionally accredited university to fulfill the General Education requirements. Additionally, UofL has partnered with the Kentucky Community and Technical College System (KCTCS) to offer general education CBE courses necessary to meet UofL’s requirements. Students who have been enrolled at a KCTCS school and have fulfilled all general education requirements can have them transferred in their entirety and may begin immediately with online upper level coursework at UofL.

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Tuition and Financial Aid

Online Degree Tuition

At the University of Louisville, the tuition for competency-based education programs and online CBE courses is the same for both in-state and out-of-state online students.

<table>
<thead>
<tr>
<th>Undergraduate online course</th>
<th>$497 per credit hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active-duty* service members**</td>
<td>$250 per credit hour (see our <a href="#">Military Tuition Discounts page</a> for more info).</td>
</tr>
<tr>
<td>Reserve Component and Kentucky National Guard**</td>
<td>May be eligible for $250 per credit hour tuition assistance rate</td>
</tr>
</tbody>
</table>

*Active-Duty is defined as on orders for 180 days or more.

**The Department of Defense tuition assistance rate of $250 per credit hour also applies to certain members of the Reserve Component and Kentucky National Guard.

The tuition rates above apply only to online CBE courses and may be different than, or in addition to, tuition costs for non-online CBE courses. Tuition does not include costs associated with a specific course or program, such as textbooks.

Note: Tuition and fees are subject to change at any time without prior notice. The summary on this page is intended to provide a quick reference for students. For more information and updates, visit the [UofL Bursar’s page](#).

LiveText - user license

A cost of $115 (one-time charge) is assessed for the use of the ePortfolio LiveText – a web-based software application designed to aid in the development of portfolios, course assignments and standards or outcome-based projects. LiveText allows you, your instructors, and your peers to collaborate on classroom assignments as well as track your progress on meeting program outcomes. The user license is good for 5 years.

Financial Aid

College is one of the biggest expenses you’ll have in your lifetime, but it is an investment that can pay off in higher income, expanded career opportunities, and greater personal satisfaction throughout your life. Financial aid is available for all students who qualify.

The process of locating aid and applying for it can be intimidating. Take it step-by-step and don’t hesitate to ask for assistance from the knowledgeable financial aid counselors in UofL’s Financial Aid office.

In addition to the financial aid opportunities offered by the University, the College of Education & Human Development also has information about financial aid.

Here are the steps for first-time financial aid applicants:

1. Assemble your tax and asset information, such as your W2s and 1040s.

2. Go to [www.fafsa.gov](http://www.fafsa.gov) to file your FAFSA form (Free Application for Federal Student Aid). Be sure to apply for your PIN during the FAFSA filing process. Use the PIN to electronically sign your FAFSA. **UofL FAFSA school code is 001999.**

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3. Once your FAFSA is processed by the U.S. Department of Education, you will be sent a Student Aid Report (SAR). If you filed electronically, the SAR will be sent to you via email. If you filed by paper or did not provide an email address, the SAR will be sent to you by mail.

4. Review the SAR for comments and incorrect information. If accurate, keep the SAR for your records. If you find any errors, you can correct this by returning the paper SAR or by making corrections to a processed FAFSA online. If you used estimated tax return information when completing the FAFSA, remember to update your FAFSA with actual tax information by using the IRS Data Retrieval Tool after you file your federal income tax return.

Get Ready For Your Online Classroom

Tech Requirements

You will need the following hardware and software in order to access your CBE courses online, work on and submit assignments, communicate with professors and peers, and successfully complete your CBE courses and your degree program:

<table>
<thead>
<tr>
<th></th>
<th>Windows</th>
<th>Mac</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal computer</td>
<td>With administrative rights (the ability to download software and change security settings)</td>
<td>With administrative rights (the ability to download software and change security settings)</td>
</tr>
<tr>
<td>Broadband Internet connection</td>
<td>Speed of 512 kb/s or higher for DSL or 1 Mbps or higher for (upload) cable connection</td>
<td>Speed of 512 kb/s or higher for DSL or 1 Mbps or higher for (upload) cable connection</td>
</tr>
<tr>
<td>Operating system</td>
<td>Windows XP or higher</td>
<td>Mac OSX 10.5 or higher</td>
</tr>
<tr>
<td>Microsoft Office</td>
<td>2010 or higher</td>
<td>iWork or Microsoft Office 2011</td>
</tr>
<tr>
<td>Browsers</td>
<td>IE 8.0 &amp; 9.0, FireFox 3.6 &amp; Final Release Channel, Chrome (Stable Channel)</td>
<td>Safari 4.0, 5.0 &amp; 5.1, Firefox 3.6 &amp; Final Release Channel, Chrome (Stable Channel)</td>
</tr>
<tr>
<td>Java</td>
<td>Version 1.6 or higher</td>
<td>Version 1.6 or higher</td>
</tr>
<tr>
<td>RAM memory</td>
<td>4 GB or higher</td>
<td>4 GB or higher</td>
</tr>
<tr>
<td>Webcam and microphone</td>
<td>Internal or external</td>
<td>Internal or external</td>
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</tbody>
</table>

Go to [http://uofl.me/28NEZTT](http://uofl.me/28NEZTT) to ensure that your computer is properly set up and that your browser is compatible.

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FAQs: Healthcare Leadership - Competency-Based Education

General Info

1. How is a CBE course different than a traditional course? A CBE course is a 1-credit hour component of a traditional 3-hour course. Three CBE courses make up one traditional course. CBE courses allow students to focus on one or a few competency areas at a time within a discipline. If students demonstrate that they possess the required competencies for a specific topic/course, they have the option to test out and move ahead faster.

2. How are the CBE CBE courses delivered? CBE CBE courses are delivered 100% online, using Blackboard as a learning platform. Blackboard will release the CBE courses once the student has passed the course assessment. Students can access their course materials, assignments, discussion boards, and group work anytime and from anywhere.

3. How do I get credit for work/life knowledge? How is my knowledge assessed for credit? One of the first set of CBE courses that a University of Louisville CBE student will take is the Prior Learning Assessment set (ELFH 301, 302, 303). These CBE courses count as three-credit hours toward degree completion, and the activities within the courses provide the basis for faculty members to assess the level of competency development gained through past experiences.

During this CBE course set, you will demonstrate the level of competency or proficiency, drawing from the knowledge, skills and experience that you have accumulated throughout your career.

Admissions/Enrollment

4. Do I need to procure and send in my official transcripts? Yes. Acceptance into the CBE program will require submission of official transcripts from all institutions of higher education attended before. Please have your official transcripts sent here: Electronically - online@louisville.edu

By mail – University of Louisville
Belknap Campus, Ekstrom Library
Delphi Center for Teaching and Learning 2nd floor (Rm 244)
Online Learning - Enrollment Management Department
2301 South 3rd Street
Louisville, KY 40292

5. What happens if I need to stop taking CBE courses for a while? A student’s admission to the program provides flexibility for temporary absences. For exceptional circumstances, the CBE Success Coach will outline options for students to follow in order to maintain progress toward degree completion.

Tuition/Financial Aid

6. Is financial aid available for the CBE program? How do I apply? Yes. Financial aid is available to students who qualify. Some restrictions may apply. Please contact our enrollment counselor who will connect you with the financial aid representative for more details.

7. Is Tuition Assistance available for active duty military enrolled in UofL’s CBE program? Yes, Tuition Assistance (TA) is currently available for active duty military at the rate of $250 per credit hour. This rate is subject to change without notice.

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Program Completion

8. How many credits must I complete to earn a bachelor's degree through the CBE program? The program requires completion of 123 undergraduate credit hours, including 39 or more credits in General Education and a minimum of 36 undergraduate credit hours in Healthcare Leadership. A student may earn as many as 48 credit hours toward general elective requirements through Prior Learning Assessment during the onset of the CBE course set. All students accepted into the program must have at least 24 credit hours from an accredited institution that may be transferred toward degree completion at UofL.

9. How long will it take to complete the requirements for a bachelor's degree through the CBE program? The length of the program will vary based on your existent competencies, the amount of college credit you obtain for previously-acquired knowledge, your learning pace, and even your professional schedule. The expected range of time to degree completion is 1 to 3 years.

10. Will the CBE CBE courses be taught by the same professors as the campus program? Yes, the same faculty members who teach the campus and online program will teach the CBE courses for the CBE program, following the same high standards for course quality and learning outcomes.

11. Will the credits earned in the bachelor’s degree at UofL through the CBE program be transferable to another institution or degree? Yes. All credits earned in this program are transferable. Students will receive 2 transcripts – one with defined competencies for job-related purposes and one traditional for academic transfer purposes.

Contact Us

UofL Online Learning
Office hours: Monday – Friday 8:30 a.m. to 4:30 p.m. ET

Lindsay Zeller
Online Learning Counselor
Email: online@louisville.edu
Phone: 502.852.5221

College of Education & Human Development (OLL-CBE)
Office hours: Monday – Friday 9 a.m. to 4 p.m. ET

Lee Bewley
CBE Academic Advisor
Email: lee.bewley@louisville.edu
Phone: 502.852.0568

Kimberly Scamahorne
CBE Student Success Coach
Email: kmscam01@louisville.edu
Phone: 502.852.2547

UofL Office of Admissions
Office hours: Monday – Friday 9 a.m. to 5 p.m. ET
Email: admitme@louisville.edu
Phone: 502.852.6531
Fax: 502.852.6526

UofL Office of Financial Aid
Office hours: Monday – Friday 9 a.m. to 4 p.m. ET
Email: finaid@louisville.edu
Phone: 502.852.5511
Fax: 502.852.0812

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