# Master of Science Administration – Organizational Management

The MSA-OM cultivates leaders of public, private, and nonprofit organizations by developing leadership and management competencies, which enable leaders to influence and effect positive values, attitudes, and behaviors, to align organizational culture with the vision and strategic mission of the organization. Effective and sustainable organizational leaders possess self-awareness, self-mastery, interpersonal influence, critical thinking, and problem solving. The MSA-OM serves emerging and experienced leaders in public, private, and nonprofit sectors.

Positive Leadership Impacts Organizations

### Leadership

*Leaders* exert influence over the organization and its external environment through interpersonal relationships; gathering, processing, and disseminating information by applying sound and ethical decision making, to ensure the organization’s growth, sustainability, and longevity. Leadership is a series of learned practices, as shown below.

Leadership in Practice

### Management

*Managers* often perform in several functional areas of an organization and uphold key responsibilities, policies, processes, and practices that contribute to the organization’s growth and success. Management is a sequence of related functions to thriving organization.

Management in Practice

* *Forecasting and Planning* – for opportunity and growth
* *Organizing* – structure and logistics
* *Coordinating* – knowledge, information, and resources
* *Commanding* – promoting the goals and mission
* *Controlling* – assessing and evaluating

### Five Fields of Specialization

The MSA-OM graduates distinguish themselves as leaders with applied knowledge and skills in key DC Metro area career fields.

* Federal Program Management
  + Program director, management analyst, program analyst, contract manager, procurement specialist, project manager
* Human Resources Management
  + Human resources manager, recruitment manager, talent management, compensation manager, claims supervisor, benefits administrator, compliance manager
* Nonprofit Management
  + Grants manager, fundraising director, association manager, community manager, collaboration manager, donor development, outreach coordinator
* Organizational Development
  + Organizational development director, project architect, director of change management, lead change agent, development strategist
  + Focus on developing emerging leaders
* Public and Community Healthcare Management
  + Community health director, health outreach coordinator, health education specialist, health intervention coordinator, program evaluator, public health analyst, public health advocate, quality improvement director

### Common Certifications

MSA-OM graduates emphasize their unique talents by earning advanced certifications.

* Project Management Institute (PMI) – PMP (Project Manager Professional), PgMP (Program Manager Professional)
* National Contract Manager's Association (NCMA) - Certified Federal Contract Manager (CFCM), Certified Project Contract Manager (CPCM)
* Society of Human Resource Management (SHRM) - SHRM-CP (Certified Professional), SHRM-SCP (Senior Certified Professional)
* Human Resources Certification Institute (HRCI) – PHR (Professional Human Resources), SPHR (Senior Professional Human Resources)

### Assuring Success through Transferable Competencies

The American Association of Colleges and Universities (AACU) and Inside Higher Ed have recently reported on the gap between employers and new graduates’ competence in the in several areas beyond degree program content[[1]](#footnote-1). Employers report they seek graduates with these ten competencies.

* The ability to work well in teams—especially with people different from yourself
* An understanding of science and technology and how these subjects are used in real-world settings
* The ability to write and speak well
* The ability to think clearly about complex problems
* The ability to analyze a problem to develop workable solutions
* An understanding of global context in which work is now done
* The ability to be creative and innovative in solving problems
* The ability to apply knowledge and skills in new settings
* The ability to understand numbers and statistics
* A strong sense of ethics and integrity

To ensure the success of MSA-OM graduates, the MSA-OM program assesses student performance and success using a series of professional and life skills rubrics developed by the American Association of Colleges and Universities (AACU) and the graduate faculty to enable students’ confidence and success in the following areas.

* Oral Communication
* Critical Thinking
* Problem Solving
* Quantitative Literacy
* Ethical Reasoning
* Intercultural Knowledge
* \*Written Communication
* \*Team Collaboration

### MSA-OM Recent Graduates

**Ava Reilly Beckman**, MSA Federal Programs – Performance Management Analyst at Booz, Allen, Hamilton.

**Patricia Huffman**, MSA Nonprofit Management –Presented to the Embassy of Georgia on her MSA Capstone research, NGOs, Building Civil Society, and Democracy in Georgia.

**Meg Imig**, MSA Public and Community Health and Nonprofit Management –INOVA as a Certified Nuclear Medicine Technologist, INOVA and was responsible for setting up and opening their new locations while completing her capstone research.

**Raquita Jeter**, MSA Federal Programs – Completed her Pathways internship in 2014 and is now a Budget Analyst at the US Department of Energy.

**Twanisha Mitchell Johnson**, MSA Nonprofit Management –Manager of Learning at ASAE: The Center for Association Leadership, and became Mrs. Johnson

**Quishondra Jones**, MSA Human Resources Management – HR Coordinator for White Lodging of Richmond VA, and is a new mother to Cayleigh.

**Walter Xavier Lozada**, MSA Federal Programs – Contracts Officer at Intelsat and was recently promoted. He handled both jobs while completing his Master’s Capstone Research

**Krystal Mitchell**, MSA Federal Programs – Senior Associate, Grant Thornton, and is taking her Certified Government Financial Manager (CGFM) exams.

**Tyeshia Roberson**, MSA Organizational Development – completed her Pathways program at NIH, had 5 job offers and accepted a position in Operations Management at NIH.

**Marquita Smith**, MSA Human Resources Management and Organizational Development - Senior Program Assistant at National Education Association

**Ashely Wade**, MSA Nonprofit Management – Educator, YES programs of Greater Houston, TX

**Myisha Wallace**, MSA Human Resources Management –Senior Administrative Specialist, Executive Office for Immigration Review at the Bureau of Alcohol, Tobacco, and Firearms

1. Jaschik, S (January 20, 2015) Well-Prepared in Their Own Eyes. *Inside Higher Ed*, retrieved from <https://www.insidehighered.com/news/2015/01/20/study-finds-big-gaps-between-student-and-employer-perceptions>

   Hart Research Associates (2015) Falling short: College learning and Career success. Association of American Colleges and Universities. p. 12 [↑](#footnote-ref-1)