



TWO DEGREES, ONE PATH

TRANSFER PATHWAY GUIDE 2025-2026

Leadership Certificate To Bachelor of Arts in Organizational Leadership

Overview

Completion of the following curriculum will satisfy the requirements for the Leadership Certificate (LDRC) at Cincinnati State (CState) and leads to the Bachelor of Arts (BA) in Organizational Leadership degree at Northern Kentucky University (NKU).

Applying to the CState2NKU Program

Students can apply to participate in the pathway program by completing the online application on the NKU transfer webpage. Students must be enrolled in at least six credit hours at Cincinnati State, enrolled in the Leadership Certificate program, plan to transfer to NKU, and maintain a minimum 2.0 cumulative GPA at Cincinnati State.

Certificate Requirements for Cincinnati State

1) Completion of all required courses for the certificate, 2) minimum cumulative GPA 2.0.

Admission Requirements for NKU

Students completing the Leadership Certificate with a cumulative GPA of 2.0 or higher will be accepted into NKU.

This major can be completed face-to-face or online. If completed fully online, courses are offered in seven-week formats. Tuition for online accelerated programs differs from face-to-face tuition. Scholarship pricing is available to Cincinnati State students who choose to enroll in the fully online program. Visit our website for more information about the [Organizational Leadership Accelerated Online program](#).

Degree Requirements for NKU

To earn a bachelor's degree at NKU, students must complete a minimum of 120 credit hours with at least 45 credit hours numbered 300 and above. In addition, at least 25% of the credit hours required for

the degree and the last 30 credit hours must be completed at NKU. Students must have an overall GPA of 2.0 and meet all prerequisites for courses and requirements for the major. Students must complete a focus or minor as indicated on the pathway.

Advising Note

Students in the CState2NKU program should work closely with their advisors when choosing courses. This document serves as a guide but does not replace academic advising.

CINCINNATI STATE LEADERSHIP CERTIFICATE TO NKU BA IN ORGANIZATIONAL LEADERSHIP CHECKLIST

Cincinnati State

Category 1: CState Leadership Certificate Requirements

CState Course	Course or Category	Credits	NKU Course	Completed
Choose 1: COMM 105 COMM 110 COMM 205 NDR 100	Choose 1 Communication Elective: Interpersonal Communication Public Speaking (preferred) Small Group Communication Introduction to Negotiation and Dispute Resolution	3	CMST 220 CMST 101 CMST 230	
Choose 1: PSY 102 PSY 110 SOC 105	Choose 1 Social Science Elective: Applied Psychology: Stress Management Introduction to Psychology (preferred) Introduction to Sociology (preferred)	3	PSY 100T PSY 100 SOC 100	
Choose 1: COMM 105 COMM 110 COMM 205 NDR 100 PSY 102 PSY 110 SOC 105	Choose 1 Communication or Social Science Elective not already selected: Interpersonal Communication Public Speaking Small Group Communication Introduction to Negotiation and Dispute Resolution Applied Psychology: Stress Management Introduction to Psychology (preferred) Introduction to Sociology (preferred)	3	CMST 220 CMST 101 CMST 230 PSY 100T PSY 100 SOC 100	
ENG 101	English Composition 1	3	ENG 101	
LDR 100	Introduction to Leadership	3	LDR 101	
Choose 1: LDR 105 PSY 105	Choose 1 Self-Leadership Elective: Self as Leader Psychology of Leadership	3-4	LDR 100T PSY 200T	
Choose 2: LDR 110 LDR 200 LDR 220 LDR 230 LDR 225	Choose 2 Practical Leadership Electives: Leading for Social Change (preferred) Transformational Leadership in Practice Critical Thinking in Leadership Ethical Leadership Leading Teams	5-6	LDR 180 LDR 200T LDR 200T LDR 385	
LDR 120	Inclusive Leadership	3	LDR 100T	
Choose 1: LDR 240 MGT 220	Choose 1 Leadership Theory Elective: Applied Leadership Theory Leadership	3	LDR 200T LDR 394	
LDR 290	Leadership Capstone	2	LDR 200T	
	Subtotal General Education Core	31-33		

Northern Kentucky University

Category 2: NKU Additional General Education Courses

NKU Course	Course or Category	Credits	CState Course	Completed
ENG 102	Writing and Research	3	ENG 102 or ENG 103 or ENG 104 or ENG 105	
TBS XXX	Oral Communication	3		Can be satisfied by COMM 110
TBS XXX	Mathematics & Statistics	3		
TBS XXX	Natural Science with at least one lab	7		
TBS XXX	Cultural Pluralism	3		Can be satisfied by LDR 110
TBS XXX	Individual and Society	6		Can be satisfied by PSY 110 and SOC 105
TBS XXX	Culture and Creativity	6		
	Subtotal NKU Additional Business Core Credit Hours	19-31		

TBS XXX means to be selected by NKU student

Category 3: NKU Major Requirements for the BA in Organizational Leadership

NKU Course	Course	Credits	CState Course	Taken at CState
LDR 101	Leadership in Action	3	LDR 100	x
LDR 160	Leadership Around the World	3		
LDR 180	Leading Social and Cultural Change	3	LDR 110	Can be satisfied by LDR 110
LDR 205	Human Relations in Organizations	3		
LDR 300	Foundations of Leadership	3		
LDR 308	Leadership Development	3		
LDR 310	Research Methods in Leadership	3		
LDR 381	Organizational Ethics and Decision Making	3		
LDR 382	Organizational Theory and Change	3		
LDR 385	Teamwork in Organizations	3	LDR 225	Can be satisfied by LDR 225
LDR 460	Leading in Diverse and Global Contexts	3		

NKU Course	Course	Credits	CState Course	Taken at CState
LDR 480	Organizational Leadership Capstone	3		
Select 1: LDR 315 LDR 320 LDR 330 LDR 335 LDR 394 LDR 496 PAD 501 PAD 562 CMST 303 ENG 340	Select one course from the following courses; Leading People in Organizations Leading with Emotional Intelligence Budgeting for Leaders Lessons in Leadership Special Topics in Leadership Internship in Organizational Leadership (1-6 cr) Human Resource Management Managing Nonprofit Organizations Organizational Communication Business Writing	3	MGT 220	Can be satisfied by MGT 220
PSY 340 or SOC 303	Social Psychology	3	PSY 220	
PSY 344	Industrial/Organizational Psychology	3		
	Subtotal Major Credit Hours Taken at NKU	33-42		
	Subtotal Major Credit Hours Taken at CState	3-12		
	Total Credit Hours Required for the Major	45		

Please Note: Students who transfer to NKU with 60 or more hours of credit at admission and declare an Organizational Leadership will not need to complete LDR 101, LDR 160, LDR 180 and LDR 205.

Category 4: Additional Requirements at NKU

	Category	Credits		
	Subtotal Minor or Focus	12-24		
	Subtotal Elective Credit Hours (may need 300+ level courses)	0-22		
	Total Baccalaureate Degree Credit Hours	120-130		

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