

Coursework Higher Degrees

Avondale College offers the following postgraduate degrees by coursework:

- Graduate Certificate in Leadership and Management
- Graduate Certificate in Nursing
- Graduate Diploma in Leadership and Management
- Graduate Diploma in Nursing
- Graduate Diploma in Theology
- Graduate Diploma in Ministry
- Master of Arts (Theology)
- Master of Education
- Master of Education (Honours)
- Master of Leadership and Management
- Master of Leadership and Management (Honours)
- Master of Ministry (Family Ministry)
- Master of Ministry (Family Ministry) (Honours)
- Master of Ministry (Youth Ministry)
- Master of Ministry (Youth Ministry) (Honours)
- Master of Nursing

The list of courses offered by Avondale College and accredited by the New South Wales Department of Education and Training is constantly being revised and updated and prospective students are advised to consult the Faculty Dean, the Vice-President (Learning and Teaching) or the New South Wales Department of Education and Training Higher Education website.

The Faculty of Business and Information Technology offers four postgraduate coursework degrees, namely the Graduate Certificate of Leadership and Management, the Graduate Diploma of Leadership and Management, the Master of Leadership and Management and the Master of Leadership and Management (Honours).

The postgraduate courses in Leadership and Management address the needs of the Seventh-day Adventist Church, church-related institutions and other interested organisations for advanced leadership and management training. The courses focus on the integration of theory and practice, and highlight the ethical and spiritual dimensions of leadership and management.

The challenge of leadership and management in various types of organisations has become ever more demanding and complex. Traditional ways of thinking about management and leadership are being challenged and are unlikely to meet the needs of emerging conditions. Adapting to rapidly changing business environments, social changes, complex government requirements and continuous technological advance has called for a more sophisticated set of skills and abilities from leaders and managers. New environments and new challenges require new philosophies and frameworks for action. Church-related, not-for-profit organisations with their special needs, no less than other organisations, require effective leadership and management informed by the social sciences and a developing body of knowledge concerning management, leadership and organisations.

Avondale's postgraduate programs in Leadership and Management comprise three articulated or nested awards, plus an honours program. The articulated nature of these programs provides a range of possible exit points, at each of which the student may choose to continue to the next stage if desired.

Faculty of Business and Information Technology

Staff

Dean

Keith Howson

DipBus, BSc, MBA, MCom, PhD, AFAIM, CMA, MIIA (Aust)
Business and Information Technology

Senior Lecturers

Norman R Carlsen

BSc(Hons) Lond, PhD Ncle, GradDipCompSt, Canberra CAE,
GradDipAppEc Macq, MEc Macq, MACS, MAES
Finance and Information Technology

Lyn Daff

BCom Melbourne, GradDipComputing, Deakin, MBusSystems
Monash, CA
Accounting

Keith Howson

DipBus Helderberg, BSc Andrews, MBA Andrews, MCom
Witwatersrand, PhD Ncle, AFAIM, CMA, MIIA (Aust)
Accounting

Peter J Morey

DipSc Avondale, BSc Lond, DipEd, UNE, MAppSc Qld, MEd Massey,
EdD Monash
Management

Lecturers

Maurice G Ashton

BSc(Hons) Lond, DipEd Monash, GradDipIUC SACAE,
GradDipCompSc Ncle, BCompSc(Hons) Ncle, PhD Ncle,
MACS
Information Technology

Don Dickins

BA Avondale, BEd Avondale, MA La Sierra, MCom UWS, Cert
IV Assessment & Workplace Training Avondale
Marketing

Master of Leadership and Management

Course coordinator: Dr Peter Morey

Course code 2045

The Master of Leadership and Management course provides an opportunity for those in leadership and management positions to further their study in this area within the context of a Christian framework. The course has a particular focus on not-for-profit organisations.

Duration

One-and-a half years full-time or the equivalent part-time. Part-time students typically progress at the rate of three or four subjects per year. Flexibility allows students to either ‘fast-track’ their course by taking overloads, or take fewer subjects in some years if necessary.

Credit points

72 credit points

Mode of delivery

Most subjects are delivered in mixed mode, comprising distance learning components and a residential session at Avondale College, or other designated centre, in the June–July period. The residential session provides opportunity for students to be involved in significant student-lecturer and student-student interaction.

Students receive subject outlines, textbooks, readings, and a distance education study guide. Lecturers and the course coordinator are available to communicate with students by phone or email. Then, students attend a residential school designed to provide an integrating perspective to the subject. Personal contact with the lecturer/s and peers and library research is possible during this time. Finally students complete assignments designed to foster field-based reflection and application of the concepts encountered. Contact between students and lecturers is maintained via phone and email.

Abbreviation of course title

MLM

Accreditation

The degree is accredited by the NSW Department of Education and Training.

Entry requirements

A Bachelor degree or equivalent or satisfactory completion of the requirements of the GradDipLM is required, plus at least two years' employment experience in an appropriate leadership or management role. In exceptional circumstances students may be admitted on the basis of equivalent qualifications as assessed by the Research and Teaching Committee of the Faculty of Business and Information Technology. An official transcript must accompany every application form. Applicants whose bachelor degree was not undertaken in English must demonstrate English language proficiency by achieving an IELTS score of at least 6.5, with no individual band score less than 6.0. An official statement of IELTS results must accompany the application form.

Enrolment

As the MLM, MLM(Hons), GradCertLM and GradDipLM are nested courses, students enrol in the highest degree from which they expect to graduate. Students should not apply to graduate until the year in which they expect to complete all requirements for the degree in which they are enrolled. Students who do not complete all the requirements of the course, may exit with a lesser award by applying to the Academic Registrar and course coordinator. A student who has graduated previously from a lower award in Leadership and Management (eg GradCertLM) may proceed to study for a higher award—eg GradDipLM or MLM or MLM (Hons)—but on graduating from the higher award will be obliged to relinquish the lower award. This arrangement is depicted on the following Table. Unless advised otherwise, most students are encouraged to enrol in the MLM.

<i>Enrol in</i>	<i>Undertake</i>	<i>Endpoints possible</i>
MLM	Master of Leadership and Management	Graduate with MLM, <i>or</i> Proceed to the MLM (Hons) <i>or</i> Exit with GradDipLM <i>or</i> Exit with GradCert LM
MLM(Hons)	Master of Leadership and Management (Hons)	Graduate with MLM(Hons), <i>or</i> Exit with MLM, <i>or</i> Exit with GradDipLM <i>or</i> Exit with GradCertLM
GradDipLM	Graduate Diploma in Leadership and Management	Graduate with GradDipLM, <i>or</i> Exit with GradCertLM, <i>or</i> Proceed to MLM, <i>or</i> Proceed to MLM(Hons)
GradCertLM	Graduate Certificate in Leadership and Management	Graduate with GradCertLM, <i>or</i> Proceed to GradDipLM, <i>or</i> Proceed to MLM, <i>or</i> Proceed to the MLM (Hons)

Course structure

All subjects are worth 6 credit points (unless otherwise specified) each with a notional workload of 170 hours over the semester.

Pattern 1

A coursework and/or project structure involving 10 or 11 subjects each of six credit points and a 12 or 6 credit point project:

LE 566 The Theology, Theory and Practice of Leadership (required subject)	6 cr pts
Four Group A subjects	24 cr pts
Four subjects all from the same strand	24 cr pts
Electives <i>or</i>	18 cr pts
Project (12 cr pts) <i>and</i> elective (6 cr pts)	18 cr pts

Pattern 2

A coursework and minor thesis pattern involving seven leadership and management subjects and two research subjects, each of six credit points and a 18-credit point minor thesis:

LE 516 The Theology, Theory and Practice of Leadership (required subject)	6 cr pts
Four Group A subjects	24 cr pts
Two subjects both from the same strand	12 cr pts
Two research methods subjects	12 cr pts
Minor Thesis in the same area as the two strand subjects	18 cr pts

Group A—Generic Leadership and Management

LE508.1 Leadership and Organisation	6 cr pts
LE509.1 Communication for Leadership	6 cr pts
LE510.1 Organisational Behaviour	6 cr pts
LE513.1 Human Resource Management	6 cr pts
LE515.1 Change Management	6 cr pts

Group B—Context Specific subjects

LE517.1 Information Systems for Management	6 cr pts
LE518.1 Finance for Managers	6 cr pts
LE519.1 The Church in a Postmodern World	6 cr pts
LE520.1 Managerial and Professional Ethics	6 cr pts
LE522.1 Strategic Planning for Leadership	6 cr pts
LE529.1 Economics for Management	6 cr pts
LE524.1 Legal Issues in Management	6 cr pts
LE526.1 Marketing Management	6 cr pts
LE527.1 Accounting for Managers	6 cr pts

Research Methods subjects

Students who elect to complete a minor or major thesis will be required to complete two subjects: LE507.1 Introduction to Research which introduces students to a range of research methods; and ED503.1 Research Methods which extends this knowledge, usually focussing in one particular type of research methodology.

Electives

Electives may be drawn from Group A, Group B or other disciplines (with the approval of the Postgraduate Studies Coordinator).

Master of Leadership and Management (Honours)

Course coordinator: Dr Peter Morey

Course code 2046

The Master of Leadership and Management course provides an opportunity for those in leadership and management positions to further their study in this area within the context of a Christian framework. The course has a particular focus on not-for-profit organisations. Students also develop the research skills to progress to a research-based doctoral degree or to work as researchers in an organisational context.

Duration

Two years full-time or the equivalent part-time. Part-time students typically progress at the rate of three or four subjects per year. Flexibility allows students to either ‘fast-track’ their course by taking overloads, or take fewer subjects in some years if necessary.

Credit points

84 credit points

Mode of delivery

Most subjects are delivered in mixed mode, comprising distance learning components and a residential session at Avondale College, or other designated centre, in the June–July period. The residential session provides opportunity for students to be involved in significant student-lecturer and student-student interaction.

Students receive subject outlines, textbooks, readings, and a distance education study guide. Lecturers and the course coordinator are available to communicate with students by phone or email. Then, students attend a residential school designed to provide an integrating perspective to the subject. Personal contact with the lecturer/s and peers and library research is possible during this time. Finally students complete assignments designed to foster field-based reflection and application of the concepts encountered. Contact between students and lecturers is maintained via phone and email.

Abbreviation of course title

MLM(Hons)

Accreditation

The course is accredited by the NSW Department of Education and Training.

Entry requirements

A Bachelors degree or equivalent or satisfactory completion of the requirements of the GradDipLM is required, plus at least two years’ employment experience in an appropriate leadership or management role. Students also require an average mark of 70% or greater in the first three subjects of the postgraduate program in Leadership and Management. In exceptional circumstances students may be admitted on the basis of equivalent qualifications as assessed by the Research and Teaching Committee of the Faculty of Business and Information Technology. An official transcript must accompany every application form. Applicants whose Bachelors degree was not undertaken in English must demonstrate English language proficiency by achieving an IELTS score of at least 6.5, with no individual band score less than 6.0. An official statement of IELTS results must accompany the application form.

Course structure

All subjects are worth 6 credit points (unless otherwise specified) each of which requires a notional time commitment of 170 hours.

LE 516	The Theology, Theory and Practice of Leadership	6 cr pts
	Four Group A subjects*	24 cr pts
	Two research methods subjects	12 cr pts
	Major Thesis oriented to the group selected	42 cr pts

*One of these subjects may be replaced with a strand subject if the strand subject is deemed appropriate background for the thesis topic.

Group A—Generic Leadership and Management

LE508.1	Leadership and Organisation	6 cr pts
LE509.1	Communication for Leadership	6 cr pts
LE510.1	Organisational Behaviour	6 cr pts
LE513.1	Human Resource Management	6 cr pts
LE515.1	Change Management	6 cr pts

Group B Strands—Context Specific Groups

LE517.1	Information Systems for Management	6 cr pts
LE518.1	Finance for Managers	6 cr pts
LE519.1	The Church in a Postmodern World	6 cr pts
LE520.1	Managerial and Professional Ethics	6 cr pts
LE522.1	Strategic Planning for Leadership	6 cr pts
LE529.1	Economics for Management	6 cr pts
LE524.1	Legal Issues in Management	6 cr pts
LE526.1	Marketing Management	6 cr pts
LE527.1	Accounting for Managers	6 cr pts

Research Methods subjects

Students who elect to complete a minor or major thesis will be required to complete two subjects: LE507.1 Introduction to Research which introduces students to a range of research methods; and ED503.1 Research Methods which extends this knowledge, usually focussing in one particular type of research methodology.

Graduate Diploma in Leadership and Management

Course coordinator: Dr Peter Morey

Course code 2044

The Graduate Diploma in Leadership and Management course provides an opportunity for those in leadership and management positions to further their study in this area within the context of a Christian framework. The course has a particular focus on not-for-profit organisations.

Duration

One year full-time or the equivalent part-time. Part-time students typically progress at the rate of three or four subjects per year. Flexibility allows students to either 'fast-track' their course by taking overloads, or take fewer subjects in some years if necessary.

Credit points

Eight subjects totalling 48 credit points

Mode of delivery

Most subjects are delivered in mixed mode, comprising distance learning components and a residential session at Avondale College, or other designated centre, in the June–July period. The residential session provides opportunity for students to be involved in significant student-lecturer and student-student interaction.

Students receive subject outlines, textbooks, readings, and a distance education study guide. Lecturers and the course coordinator are available to communicate with students by phone or email. Then, students attend a residential school designed to provide an integrating perspective to the subject. Personal contact with the lecturer/s and peers and library research is possible during this time. Finally students complete assignments designed to foster field-based reflection and application of the concepts encountered. Contact between students and lecturers is maintained via phone and email.

Abbreviation of course title

GradDipLM

Accreditation

The course is accredited by the NSW Department of Education and Training.

Entry requirements

A Bachelors degree or equivalent or satisfactory completion of the requirements of the GradCertLM, plus at least two

years' employment experience in an appropriate leadership or management role. In exceptional circumstances students may be admitted on the basis of equivalent qualifications as assessed by the Research and Teaching Committee of the Faculty of Business and Information Technology. An official transcript must accompany every application form. Applicants whose Bachelors degree was not undertaken in English must demonstrate English language proficiency by achieving an IELTS score of at least 6.5, with no individual band score less than 6.0. An official statement of IELTS results must accompany the application form.

Course structure

All subjects are worth 6 credit points and require a notional time commitment of 170 hours.

LE 516	The Theology, Theory and Practice of Leadership (required subject)	6 cr pts
	Four group A subjects	24 cr pts
	Three subjects from the same strand	18 cr pts

Group A—Generic Leadership and Management

LE508.1	Leadership and Organisation	6 cr pts
LE509.1	Communication for Leadership	6 cr pts
LE510.1	Organisational Behaviour	6 cr pts
LE513.1	Human Resource Management	6 cr pts
LE515.1	Change Management	6 cr pts

Group B—Context Specific subjects

LE517.1	Information Systems for Management	6 cr pts
LE518.1	Finance for Managers	6 cr pts
LE519.1	The Church in a Postmodern World	6 cr pts
LE520.1	Managerial and Professional Ethics	6 cr pts
LE522.1	Strategic Planning for Leadership	6 cr pts
LE529.1	Economics for Management	6 cr pts
LE524.1	Legal Issues in Management	6 cr pts
LE526.1	Marketing Management	6 cr pts
LE527.1	Accounting for Managers	6 cr pts

Graduate Certificate in Leadership and Management

Course code 2043

Course coordinator: Dr Peter Morey

The Graduate Certificate in Leadership and Management course provides an opportunity for those in leadership and management positions to further their study in this area within the context of a Christian framework. The course has a particular focus on not-for-profit organisations.

Duration

One semester full-time or the equivalent part-time. Part-time students typically progress at the rate of three or four subjects per year. Flexibility allows students to either ‘fast-track’ their course by taking overloads, or take fewer subjects in some years if necessary.

Credit points

Four subjects totalling 24 credit points

Mode of delivery

Most subjects are delivered in mixed mode, comprising distance learning components and a residential session at Avondale College, or other designated centre, in the June–July period. The residential session provides opportunity for students to be involved in significant student-lecturer and student-student interaction.

Students receive subject outlines, textbooks, readings, and a distance education study guide. Lecturers and the course coordinator are available to communicate with students by phone or email. Then, students attend a residential school designed to provide an integrating perspective to the subject. Personal contact with the lecturer/s and peers and library research is possible during this time. Finally students complete assignments designed to foster field-based reflection and application of the concepts encountered. Contact between students and lecturers is maintained via phone and email.

Abbreviation of course title

GradCertLM

Accreditation

The course is accredited by the NSW Department of Education and Training.

Entry requirements

A Bachelors degree or equivalent plus at least two years’ employment experience in an appropriate leadership or

management role. In exceptional circumstances students may be admitted on the basis of equivalent qualifications as assessed by the Research and Teaching Committee of the Faculty of Business and Information Technology. An official transcript must accompany every application form. Applicants whose Bachelors degree was not undertaken in English must demonstrate English language proficiency by achieving an IELTS score of at least 6.5, with no individual band score less than 6.0. An official statement of IELTS results must accompany the application form.

Course structure

All subjects are worth 6 credit points each of which requires a notional time commitment of 170 hours.

LE 516	The Theology, Theory and Practice of Leadership (required subject)	6 cr pts
LE508.1	Leadership and Organisation	6 cr pts
LE509.1	Communication for Leadership	6 cr pts
LE510.1	Organisational behaviour	6 cr pts
LE513.1	Human Resource Management	6 cr pts
LE515.1	Change Management	6 cr pts