



SMC Accreditation



TOP LINE MESSAGES

PRIORITY: READINESS

MARCH 2019

- The Army's first priority is readiness – ensuring that our Soldiers have the tools and training they need to be lethal and ready to fight and win.
- Readiness determines our ability to fight and win our nation's wars.
- TRADOC recruits, trains and educates the Army driving constant improvement and change to ensure the Total Army can deter, fight and win on any battlefield now and into the future.
- The NCOL CoE's priority is to develop, integrate and deliver education and training readiness which enhances Soldier readiness.
- The U.S. Army Sergeants Major Academy is an accredited school under the Academic Governance of the Command and General Staff College.
- The Sergeants Major Course seeks to educate master sergeants and sergeants major to effectively assist commanders and field grade officers in the accomplishment of the unit's mission.

SUMMARY

The Bachelor of Arts in Leadership and Workforce Development is a degree program that helps the Army develop better NCOs who are ready to lead and inspire Soldiers and units. Leadership and workforce development are core competencies and essential requirements for Army NCOs. The BA in LWD leverages the Army's leader development program for NCOs, as well as individual professional experience.

TALKING POINTS

Historic Change:

- Two hundred and forty years ago Baron von Stueben published the *Regulations for the Order and Discipline of the Troops of the United States*, outlining the need for a well-trained Noncommissioned Officer Corps.
- The evolution of NCO education took a road less traveled encountering some victories and defeats along the way. Many efforts died for lack of funding.
- The birth of the modern NCO Academy began with the establishment of the 2nd Constabulary School in 1946 at Sonthofen, Germany, later to become the Seventh Army NCO Academy in Bad Toelz.
- In 1971 the Army gave the NCO Corps a victory by making an enduring commitment to NCO education with the establishment of the NCO Education System (NCOES).
- In 1972 the Army established the U.S. Army Sergeants Major Academy as the capstone of its NCOES.
- During its more than 46-year history the USASMA grew in size and responsibility ultimately becoming the proponent for the

development and delivery of NCO Professional Military Education courses and responsible for several non-MOS specific NCO courses – First Sergeant Course, Battle Staff NCO Course, and NCO Common Core competencies.

- A Combined Arms Center Execution Order on March 21, 2018, officially made the U.S. Army Sergeants Major Academy (USASMA) a Command and General Staff College's (CGSC) branch campus, thus placing USASMA under CGSC's academic governance policies and processes.
- On January 17, the USASMA received word from the Higher Learning Commission - an independent corporation founded in 1895 that accredits degree-granting post-secondary educational institutions in the North Central region – that the resident Sergeants Major Course (SMC) was accredited.
- In essence, HLC granted CGSC the authority to award a Bachelor of Arts in Leadership and Workforce Development through the USASMA resident SMC beginning with Class 69.
- This recognition and accreditation are historic milestones in the 46-year history of the USASMA.
- The goal of NCOES has always been to prepare NCOs to lead and train

Soldiers and to assist their leaders in executing unit missions. Now that NCOPDS has been established, we also want the NCO Corps prepared to fight and win our nation's wars and to enhance the overall readiness of the Army while remaining consistent with the NCO Corps' vision.

The Degree:

- The USASMA will be offering a BA in Leadership and Workforce Development (BA in LWD) Degree beginning Academic Year 2018-2019.
- The BA in LWD Degree is a 120 credit hour undergraduate degree program to be offered in the resident Sergeants Major Course (SMC) and awarded by the Army Command and General Staff College (CGSC).
- The USASMA is working to build a degree path through all levels of the NCO Professional Development System that supports and culminates with the BA in LWD Degree.
- The BA in LWD Degree Program Catalog outlines the type of college credits earned along the NCOPDS learning continuum from other universities, CLEP, DSST tests, and from Prior Learning Assessments (PLA) and work experience.
- The BA in LWD Degree focuses on

DIGITAL & SOCIAL MEDIA RESOURCES

Webpages:

<http://ncolcoe.armylive.dodlive.mil/>

<https://usacac.army.mil/organizations/cace/cgsc>

Resources:

Hashtags:

#EducatedSoldiers
#CriticalThinkers
#AccreditSMC

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TALKING POINTS Cont'd

“Leadership” and “Workforce Development” core competencies and essential skills related to all NCO duties and responsibilities that translates directly to stackable education and enhances NCO leader development.

- CGSC will be the regionally accredited institution with authority from the Higher Learning Commission, Department of Education, and Title 10 U.S. Code to award the BA in Leadership and Workforce Development Degree to qualified graduates of the SMC, and to award college credit for successful performance on BA in LWD Prior Learning Assessments.

General Education Requirements

- The GE requirements for the BA in Leadership and Workforce Development Degree are designed to broaden students’ perspectives. BA in LWD Degree candidates must complete a total of 36 credit hours from other regionally accredited colleges or universities, and meet credit hour minimums for each GE topic area listed below:

- » English Composition 6 hours
 - » Mathematics 3 hours
 - » Statistics / Quantitative Reasoning 3 hours
 - » Public Speaking / Oral Communication 3 hours
 - » Physical Science 3 hours
 - » Ethical Reasoning 3 hours
 - » History 3 hours
 - » Humanities or Modern Language 3 hours
 - » Social Science I 3 hours
 - » Social Science II 3 hours
 - » Physical Education 3 hours
- 36 hours

- SMC Soldiers can enroll through CGSC by contacting the USASMA Education Coordinator

Pre-SMC LWD Program Requirements

- Students complete 27 credit hours of LWD Major requirements and 15 credit hours of Electives.

LWD Major Requirements

- (27 credit hours) Degree candidates meet LWD Major Requirements under each of the program’s four focus areas (Leadership, Decision Sciences, Training Program Management, and Communication) in some combination of the following:
- Coursework completed at other accredited universities;
- The College Level Examination Program (CLEP);
- DSST exams (formally DANTES standardized tests);
- Prior learning assessments; and
- Credit awarded based on ACE recommendations for Army coursework.

Electives

- (15 credit hours) The CGSC Registrar will accept up to 15 credit hours from other accredited institutions as electives toward the 120 credit

hour requirement for a BA in Leadership and Workforce Development Degree.

Resident SMC Requirements

- The SMC portion of the BA in Leadership and Workforce Development Degree, consisting of 47 credit hours, is completed during the 10-month resident SMC delivered by The NCOL CoE and USASMA. The curriculum is clustered under four Focus Areas: Leadership, Military Decision Science, Training Program Management, and Communication Skills.
- For Class 69 students, meet requirements for all but two LWD courses by successfully meeting SMC lesson objectives and course requirements. The two courses annotated with “*” are offered during the SMC electives period. While any SMC student may opt for these courses as an elective, these courses must be taken by BA in LWD Degree candidates. Class 70 students and beyond must meet all requirements including the LWD Course Capstone.

Frequently Asked Questions

How much does the BA in LWD Degree cost?

There is no cost for resident SMC requirements, i.e., books or studies as the CGSC Registrar will account for your progress throughout the NCOPDS and award college credit via an academic portfolio. This portfolio is converted to a college transcript and available upon request and completion of the SMC. The general education studies may or may not have associated costs, subject to the student’s choice of completion methods.

If I do not have the requisite general education studies complete prior to attending the SMC, will I still be allowed to enroll and complete the BA in LWD Degree program?

If a student enrolls in the BA in LWD Degree program at the start of the SMC, he/she may receive a college transcript that reflects the credit hours earned during the SMC. After graduation from the SMC the student can continue his/her general education studies until all requirements are complete. Once the CGSC Registrar receives documentation and/or transcripts, showing successful completion of any remaining general education requirements, the Registrar may then confer the BA in LWD Degree.

Are international students attending the SMC allowed to participate in the BA in LWD Degree program?

Focus Area I: Leadership (13 credit hours)

LWD Course I-1	Workplace Ethics (1 hour)
LWD Course I-2	Leading and Developing Organizations(3 hours)
LWD Course I-3	Building High Performance Teams (2 hours)
LWD Course I-4	Empowering Others to Lead Using (1 hour)
LWD Course I-5	Coaching and Mentoring (2 hours)
LWD Course I-6	Sustaining Organizational Capacity (3 hours)
LWD Course I-7	Human Resource Management (1 hour)

Focus Area II: Military Decision Science (12 credit hours)

LWD Course II-1	Solving Complex Problems (1 hour)
LWD Course II-2	Understanding Culture and Context (2 hours)
LWD Course II-3	Processes and Systems (6 hours)
LWD Course II-4	MDS Block Assessment (3 hours)

Focus Area III: Training Program Management (15 credit hours)

LWD Course III-1	Managing Effective Training (1 credit hour)
LWD Course III-2*	Adult Learning /Instruction Techniques (6 hours)
LWD Course III-3	Safety and Risk Management (1 hour)
LWD Course III-4	Sustaining a Values-Based Culture (1 hour)
LWD Course III-5	Building Resilience in Others (3 hours)
LWD Course III-6	Physical Wellness Program Management (1 hour)
LWD Course III-7	Measuring Workforce Efficiency (2 hours)

Focus Area IV: Communication Skills (4 credit hours)

LWD Course IV-1	Writing and Presentation Skills (1 hour)
LWD Course IV-2	Writing and Analytical Skills Assessment (3 hours)
LWD Course IV-3*	“LWD Course Capstone” (3 credit hours)

Resident SMC: Total for Focus Areas I-IV (47 credit hours)

Yes. However, their general education elective credits received toward a degree is based on their country’s academic standards applied toward the degree accreditation and any classes they take while attending the academy of which the CGSC Registrar determines the credits. They will receive an official, transcript.

Can I receive the BA in LWD Degree if I already have a Bachelor and/or Master Degree or if I am currently working on a separate Bachelor and not conferred?

No and Yes. You cannot receive the BA in LWD if you already have a BA and/or Master Degree. Yes you can receive the BA in LWD if you are currently working on a separate Bachelor degree and not conferred. The student must defer completion of their degree and transfer credits to the LWD degree program and then complete the remaining requirements. The BA in LWD Degree is not subject to tuition assistance (TA) limitations and restrictions. However, it is the student’s responsibility to determine the timing of the conferred BA in LWD Degree with-regard-to its impact on TA for his/her separate studies.