

Bachelor of Arts in Leadership and Workforce Development

The Sergeants Major Academy (SGM-A) offers a Bachelor of Arts in Leadership and Workforce Development. The BA in LWD Degree is a 120 credit hour undergraduate degree completion program offered in the resident (R) and distant learning (DL) modalities of the Sergeants Major Courses (SMC) and awarded by the Army Command and General Staff College (CGSC). The Noncommissioned Officer Leadership Center of Excellence (NCOLCoE) is working to build a degree path through all levels of the NCO Professional Development System (NCOPDS) 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 exams, and work experience. The BA in LWD Degree focuses on Leadership and Workforce Development core competencies and essential skills related to NCO duties and responsibilities that translate directly to stackable education and enhances NCO leader development.

CGSC is a regionally accredited institution with authority from the Higher Learning Commission, Department of Education, and Title 10 U.S. Code to award the Bachelor of Arts in Leadership and Workforce Development (BA in LWD) Degree to qualified graduates of the SMC.



For More Information

Degree Programs Chief

NCOLCoE/SGM-A Education & Degree Program Analyst /
Advisor / CGSC Assistant Registrar
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SMC-R LWD Programs Advisor

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SMC-DL LWD Programs Advisor

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****When mailing Official Documents referencing the BA-LWD; Please Add: ATTN: Degree Programs Office to mailing address above.**

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SERGEANTS MAJOR ACADEMY

Bachelor of Arts in Leadership and Workforce Development (BA-LWD)

As of January 27, 2025

"Leaders Build Lethality, We Develop Leaders!"



General Education Requirements

The General Education (GE) requirements for the BA in LWD 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 I	3 hours
English Composition II	3 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

Students complete 30 credit hours of LWD Major requirements and 10 credit hours of Electives.

LWD MAJOR REQUIREMENTS

(30 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
- College Level Examination Program (CLEP)
- DSST exams (formally DANTES standardized tests)
- Credit awarded based on ACE recommendations for Army coursework

ELECTIVES

(10 credit hours) The CGSC Registrar will accept up to 10 credit hours from other accredited institutions as electives toward the 120 credit hour requirement for a BA in Leadership and Workforce Development.

SMC Requirements

The SMC portion of the BA-LWD Degree, consisting of 44 credit hours (plus an additional 6 hours for SMC-R students), is completed during resident or distance learning SMC, delivered by the the SGM-A. The curriculum is clustered under four Focus Areas: Leadership, Military Decision Science, Training Program Management, and Communication Skills.

LWD Course:
Focus Area I: Leadership (12.7 credit hours)
L411 Workplace Ethics (0.8 hour)
L412 Leading and Developing Organizations (3.1 hours)
L413 Building High Performance Teams (1.8 hours)
L414 Empowering Others to Lead Using (0.9 hours)
L415 Coaching and Mentoring (2.5 hours)
L416 Sustaining Organizational Capacity (2.7 hours)
L417 Human Resource Management (0.9 hour)
Focus Area II: Military Decision Science (8 credit hours)
L421 Strategic Planning I: Solving Complex Problems (1 hour)
L422 Strategic Planning II: Understanding Culture and Context (1.9 hours)
L423 Strategic Planning III: Processes and Systems I (5.1 hours)
SMC-R students receive the below additional LWD courses to go toward a Decision Science and a Free Elective for the BA-LWD; already included in LWD Major Requirements and Electives. (6 credit hours)
L424 Strategic Planning IV: MDS Block Assessment (3 hours)
L425 Strategic Planning V: Processes and Systems II (3 hours)
Focus Area III: Training Program Management (14 credit hours)
L431 Managing Effective Training (0.8 hour)
L432 Adult Learning /Instruction Techniques (5.6 hours)
L433 Safety and Risk Management (1.1 hours)
L434 Sustaining a Values-Based Culture (0.9 hour)
L435 Building Resilience in Others (2.8 hours)
L436 Physical Wellness Program Management (0.9 hour)
L437 Measuring Workforce Efficiency (1.9 hours)
Focus Area IV: Communication Skills (9.3 credit hours)
L441 Writing and Presentation Skills (1.1 hours)
L442 Writing and Analytical Skills Assessment (5.4 hours)
L443 LWD Course Capstone (2.8 credit hours)
Total for Focus Areas I-IV (44 credit hours)

Frequently Asked Questions

Are SMC-DL students eligible for the BA-LWD degree?
Yes, starting with SMC-DL Class 50 (Dated 27 JAN 2025). SMC-DL Class 50 and future classes are eligible for both the BA and Undergraduate Certificate in LWD. Eligibility for LWD programs depends on specific graduation requirements.

How much does the BA in LWD Degree cost?
Tuition assistance (TA) typically covers all tuition. The CGSC Assistant 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 after completion of the SMC-R/DL. The transfer course requirements may or may not have associated costs, subject to the student's choice of completion methods.

If I do not have the requisite education requirements completed prior to attending the SMC, will I still be allowed to enroll and complete the BA in LWD Degree program?
A student that completes the SMC-R/DL may receive a college transcript that reflects the credit hours earned during the SMC. After graduation from the SMC-R/DL, the student can continue his/her education studies and will be dis-enrolled if not complete within five(5)years of graduation. Once the CGSC Assistant Registrar receives documentation and/or transcripts, showing successful completion of any remaining transfer education requirements, the Assistant Registrar may then confer the BA in LWD Degree.

Are IMS attending the SMC allowed to participate in the BA-LWD Degree Program?
Yes, IMS are eligible to participate in the BA-LWD Degree program.

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/or Master Degree?
Yes, all SMC-R currently enrolled or a Graduate (starting with SMC-R 72 and SMC-DL 50), are eligible to participate in the BA-LWD degree program with the following stipulation: Those with similar Bachelor's or Master's degrees are not eligible. Each conferred degree submitted, will be reviewed to determine similarities with the BA-LWD degree. CGSC will not accept previous SMC graduates.