LEADERSHIP STUDIES

The Leadership Studies Program provides a strong foundation of coursework and experiences for undergraduate students who seek to study, understand and apply the principles of leadership in their current activities and, eventually, in their careers. Complementing their major field of study, students earning either the certificate or minor in leadership studies will be well-prepared to enter the public, nonprofit or private sectors. The certificate and minor are awarded by the College of Liberal Arts and Sciences. Completion of the certificate or minor will be noted on the student’s transcript.

Objectives

- Develop students’ leadership capacity—which encompasses individual-level capabilities of self-awareness, integrity and commitment; group-level capabilities of collaboration, shared purpose and handling controversy with civility; and community-level capabilities of citizenship and civic responsibility.
- Provide opportunities for students to study leadership by learning effective communication practices, organizational theories, ethical principles, an appreciation of diversity, intrapersonal development and the value of community service.
- Cultivate students’ understanding of social empowerment and social justice to create positive and sustainable change.
- Challenge students to critically examine leadership at the intrapersonal, interpersonal, team, organizational and societal levels.
- Bring students into contact with community leaders and faculty members from diverse academic departments, backgrounds and leadership experiences.
- Prepare students to undertake leadership roles in their careers and in service to their community through coursework and co-curricular engagement.

Learning Outcomes

Upon completion of the certificate or minor in leadership studies, students will be able to:

- Recognize leadership as a set of skills, knowledge and attitudes that can be learned.
- Understand traditional and emergent leadership theories and apply them in practice.
- Comprehend key concepts of communication theories, organizational theories, contemporary diversity issues and ethical principles.
- Practice and evaluate their own capacity to lead effectively within teams, organizations and diverse communities.
- Develop and implement plans for continually improving their leadership capacity.
- Demonstrate proficiencies in written and oral communication.

Leadership Studies Certificate

The certificate in leadership studies requires the completion of 21 credit hours through three, 3-credit-hour required courses in leadership, speech communication and organizational theory. An additional 12 credit hours are earned from approved electives including 3 hours in communication; 6 hours in leadership; and 3 hours of a capstone experience through a course, internship or study abroad. The capstone course should focus on the scholarship of leadership in the student’s field of study, whereas an internship or a study abroad should provide a leadership-in-practice experience.

At least 9 credits must be taken in courses numbered at the 300-level or above. At least 9 credits used for the certificate cannot be used to meet any other department, college or university requirement for the baccalaureate degree except to satisfy the total credit requirement for graduation and to meet credit requirements in courses numbered 300 or above. Courses for the certificate cannot be taken on a pass/not-pass basis. A cumulative grade point average of at least 2.0 is required in courses taken for the certificate.

Core Courses: 9 credits of required core courses

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>LD ST 301</td>
<td>Leadership Theories</td>
<td>3</td>
</tr>
<tr>
<td>LD ST 322</td>
<td>Leadership in a Diverse Society</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 372</td>
<td>Responsible Management and Leadership in Business</td>
<td>3</td>
</tr>
<tr>
<td>or MGMT 422</td>
<td>Negotiation and Conflict Resolution</td>
<td></td>
</tr>
</tbody>
</table>

Communication Electives: Choose 3 credits from the following

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMST 214</td>
<td>Professional Communication</td>
<td>3</td>
</tr>
<tr>
<td>COMST 310</td>
<td>Intercultural Communication</td>
<td>3</td>
</tr>
<tr>
<td>COMST 314</td>
<td>Organizational Communication</td>
<td>3</td>
</tr>
<tr>
<td>ENGL 302</td>
<td>Business Communication</td>
<td>3</td>
</tr>
<tr>
<td>SP CM 212</td>
<td>Fundamentals of Public Speaking</td>
<td>3</td>
</tr>
<tr>
<td>SP CM 312</td>
<td>Business and Professional Speaking</td>
<td>3</td>
</tr>
<tr>
<td>SP CM/WGS 323</td>
<td>Gender and Communication</td>
<td>3</td>
</tr>
<tr>
<td>SP CM 497</td>
<td>Capstone Seminar</td>
<td>3</td>
</tr>
</tbody>
</table>

Leadership Electives: Choose 6 credits from the following

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>AESHM 211</td>
<td>Leadership Experiences and Development (LEAD)</td>
<td>3</td>
</tr>
<tr>
<td>AESHM 222</td>
<td>Creativity on Demand</td>
<td>3</td>
</tr>
<tr>
<td>AESHM 287</td>
<td>Principles of Management in Human Sciences</td>
<td>3</td>
</tr>
</tbody>
</table>
Leadership Studies

AESHM 421 Developing Global Leadership: Maximizing Human Potential 3
AESHM 474 Entrepreneurship in Human Sciences 3
AGEDS 315 Personal, Professional, and Entrepreneurial Leadership in Agriculture 3
C E 306 Project Management for Civil Engineers 3
COMST 218 Conflict Management 3
COMST 313 Leadership Communication Theories 3
COMST 317 Small Group Communication 3
C R P 429 Planning in Developing Countries 3
C R P 432 Community Planning Studio 4-6
C R P 435 Planning in Small Towns 3
C R P 492 Planning Law, Administration and Implementation 3
CON E 380 Engineering Law 3
ENGR 150 Foundations of Leadership Development and Learning 1
ENGR 250 Leadership in Engineering Teams 1
ENGR 350 Dean’s Leadership Seminar 1
HD FS 395 Children, Families, and Public Policy 3
LAS 151 Dean’s Leadership Seminar I 1
LD ST 122 Leading with Purpose 1
LD ST 270 Campus Leadership Development 3
LD ST 290 Independent Study 1-3
LD ST 291 Leading Through Service Learning 4
LD ST 291A Leading Through Service Learning: General 4
LD ST 291B Leading Through Service Learning: U.S. Diversity 4
LD ST 291C Leading Through Service Learning: International Perspectives 4
LD ST 293 Special Projects 1-3
LD ST/WGS 333 Women and Leadership 3
LD ST 370 Special Topics 1-3
LD ST 422 Leadership Capstone Seminar: Theory to Practice 3
LD ST/WGS 488 Research on Women and Leadership 3
LD ST 490 Independent Study 1-3
M E 412 Ethical Responsibilities of a Practicing Engineer 3
MGMT 372 Responsible Management and Leadership in Business 3
MGMT 422 Negotiation and Conflict Resolution 3
MGMT 472 Management of Diversity 3
N S 412 Leadership and Ethics 3
PHIL 235 Ethical Issues in a Diverse Society 3
POL S 310 State and Local Government 3
POL S 271 Public Organizations and Leadership 3
POL S/WGS 385 Women in Politics 3
POL S 475 Management in the Public Sector 3
POL S 487 Electronic Democracy 3
SOC 310 Community 3
SOC/POL S 334 Politics and Society 3
SP CM 110 Listening 3
SP CM 416 History of American Public Address 3
SP CM 417 Campaign Rhetoric 3
U ST 315 Cyclone Aide Leaders Seminar 2
WGS 301 International Perspectives on Women and Gender 3
WGS 435 Gender, Globalization and Development 3

Capstone Courses: Choose 3 credits of the following
LD ST 422 Leadership Capstone Seminar: Theory to Practice 3
LD ST 490 Independent Study (Must include a leadership focus and be pre-approved by the leadership studies faculty.) 1-3

Study abroad: Must include a leadership focus and be pre-approved by the leadership studies faculty.

Other capstones may be approved with leadership studies faculty permission if they include a significant leadership component (e.g., COMST 404 or AESHM 421 with a leadership-based project). Students wishing to take a capstone course not listed here must receive approval prior to registering for the course and must demonstrate in writing how the course includes a significant leadership component.

Leadership Studies Minor

The minor in leadership studies requires the completion of 15 credit hours through three 3-credit-hour required courses in leadership and organizational theory, and an additional 6 credit hours earned from approved leadership electives.

At least 9 credits must be taken in courses numbered at the 300-level or above. At least 9 credits used for the minor cannot be used to meet any other department, college or university requirement for the baccalaureate degree except to satisfy the total credit requirement for graduation and to meet credit requirements in courses numbered 300 or above. Courses for the minor cannot be taken on a pass/not-pass basis. A cumulative grade point average of at least 2.0 is required in courses taken for the minor.

Core Courses: 9 required credits
LD ST 301 Leadership Theories 3
LD ST 322 Leadership in a Diverse Society 3
### Leadership Electives: Choose 6 credits from the following

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>AESHM 211</td>
<td>Leadership Experiences and Development (LEAD)</td>
<td>3</td>
</tr>
<tr>
<td>AESHM 421</td>
<td>Developing Global Leadership: Maximizing Human Potential</td>
<td>3</td>
</tr>
<tr>
<td>AGEDS 315</td>
<td>Personal, Professional, and Entrepreneurial Leadership in Agriculture</td>
<td>3</td>
</tr>
<tr>
<td>COMST 218</td>
<td>Conflict Management</td>
<td>3</td>
</tr>
<tr>
<td>COMST 313</td>
<td>Leadership Communication Theories</td>
<td>3</td>
</tr>
<tr>
<td>ENGR 150</td>
<td>Foundations of Leadership Development and Learning</td>
<td>1</td>
</tr>
<tr>
<td>ENGR 250</td>
<td>Leadership in Engineering Teams</td>
<td>1</td>
</tr>
<tr>
<td>ENGR 350</td>
<td>Dean's Leadership Seminar</td>
<td>1</td>
</tr>
<tr>
<td>LD ST 122</td>
<td>Leading with Purpose</td>
<td>1</td>
</tr>
<tr>
<td>LD ST 270</td>
<td>Campus Leadership Development</td>
<td>3</td>
</tr>
<tr>
<td>LD ST 291</td>
<td>Leading Through Service Learning</td>
<td>4</td>
</tr>
<tr>
<td>LD ST 291A</td>
<td>Leading Through Service Learning: General</td>
<td>4</td>
</tr>
<tr>
<td>LD ST 291B</td>
<td>Leading Through Service Learning: U.S. Diversity</td>
<td>4</td>
</tr>
<tr>
<td>LD ST 291C</td>
<td>Leading Through Service Learning: International Perspectives</td>
<td>4</td>
</tr>
<tr>
<td>LD ST 293</td>
<td>Special Projects</td>
<td>3</td>
</tr>
<tr>
<td>LD ST/WGS 333</td>
<td>Women and Leadership</td>
<td>3</td>
</tr>
<tr>
<td>LD ST 370</td>
<td>Special Topics</td>
<td>1-3</td>
</tr>
<tr>
<td>LD ST 422</td>
<td>Leadership Capstone Seminar: Theory to Practice</td>
<td>3</td>
</tr>
<tr>
<td>LD ST 488</td>
<td>Research on Women and Leadership</td>
<td>3</td>
</tr>
<tr>
<td>M E 412</td>
<td>Ethical Responsibilities of a Practicing Engineer</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 372</td>
<td>Responsible Management and Leadership in Business</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 422</td>
<td>Negotiation and Conflict Resolution</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 472</td>
<td>Management of Diversity</td>
<td>3</td>
</tr>
<tr>
<td>PHIL 235</td>
<td>Ethical Issues in a Diverse Society</td>
<td>3</td>
</tr>
<tr>
<td>SP CM 312</td>
<td>Business and Professional Speaking</td>
<td>3</td>
</tr>
</tbody>
</table>

### Courses primarily for undergraduates:

**LD ST 122: Leading with Purpose**  
(1-0) Cr. 1. F.S.  
Designed for emerging student leaders. Basic leadership skills covering personal skills development, goal achievement, values-based behaviors and mission statement development.

**LD ST 270: Campus Leadership Development**  
(3-0) Cr. 3. F.S.S.  
Introduce effective leadership practices for emerging leaders. Engage in experiential campus leadership opportunities.

**LD ST 290: Independent Study**  
Cr. 1-3. F.S.S.  
*Prereq: Permission of the instructor.*  
Independent study in leadership studies. No more than 6 credits of LD ST 290 or LD ST 490 may count toward graduation.

**LD ST 291: Leading Through Service Learning**  
Cr. 1-4. Repeatable, maximum of 6 credits. F.S.S.S.  
*Prereq: Permission of the instructor.*  
Integration of meaningful service work with instruction and reflection in leadership theory. Academic work may include written projects, presentations, reports, and guided readings.

**LD ST 291A: Leading Through Service Learning: General**  
Cr. 1-4. Repeatable, maximum of 6 credits. F.S.S.S.  
*Prereq: Permission of the instructor.*  
Integration of meaningful service work with instruction and reflection in leadership theory. Academic work may include written projects, presentations, reports, and guided readings.

**LD ST 291B: Leading Through Service Learning: U.S. Diversity**  
Cr. 1-4. Repeatable, maximum of 6 credits. F.S.S.S.  
*Prereq: Permission of the instructor.*  
Integration of meaningful service work with instruction and reflection in leadership theory with a U.S. Diversity focus. Academic work may include written projects, presentations, reports, and guided readings.  
Meets U.S. Diversity Requirement.

**LD ST 291C: Leading Through Service Learning: International Perspectives**  
Cr. 1-4. Repeatable, maximum of 6 credits. F.S.S.S.  
*Prereq: Permission of the instructor.*  
Integration of meaningful service work with instruction and reflection in leadership theory with an International Perspectives focus. Academic work may include written projects, presentations, reports, and guided readings.  
Meets International Perspectives Requirement.

**LD ST 293: Special Projects**  
Cr. 1-3. F.S.S.  
*Prereq: Permission of the instructor.*  
Special projects for the Leadership Studies Program.
**LD ST 301: Leadership Theories**  
Cr. 3. F.S. Alt. SS., offered irregularly.  
Critical examination of historical and contemporary leadership theory.  
Create a personal leadership philosophy. Apply leadership theory to practice.

**LD ST 322: Leadership in a Diverse Society**  
(3-0) Cr. 3. F.S.SS.  
**Prereq:** Sophomore classification  
Analyze the relationship between leadership and concepts of identity, power, and privilege in the U.S. Develop and practice effective inclusive leadership. Meets U.S. Diversity Requirement.

**LD ST 333: Women and Leadership**  
(Cross-listed with WGS). (3-0) Cr. 3.  
**Prereq:** Sophomore classification  
Examination of historical and contemporary barriers to and opportunities for women’s leadership in a variety of contexts, including professions and public service. Theories of women’s leadership, gender differences in leadership styles, and perceptions and expectations about women’s leadership. Multiple perspectives of women’s leadership highlighted through lectures, readings, videos, guest speakers and group work.  
Meets U.S. Diversity Requirement

**LD ST 360: Cultural Competency and Global Leadership**  
Cr. 3. Alt. F., offered irregularly. S.SS.  
**Prereq:** Sophomore classification or approval by the instructor.  
Leadership theories and their applications in an international context. The development of an intercultural mindset essential for effective leadership.  
Contextual influences on leadership and the development of global leadership capacities.  
Meets International Perspectives Requirement.

**LD ST 370: Special Topics**  
**Prereq:** None  
Seminar on special topics, research and theory in leadership studies. Students must register for a different topic each time. Not open to first-year students.

**LD ST 422: Leadership Capstone Seminar: Theory to Practice**  
(3-0) Cr. 3. S.  
**Prereq:** LD ST 322  
Critical analysis of leadership theory to inform practice, with emphasis on ethical leadership, research, and the alignment of personal and organizational values.

**LD ST 488: Research on Women and Leadership**  
(Cross-listed with WGS). (3-0) Cr. 3.  
Research on women and leadership in selected content areas (e.g., business, education, politics and public service, and popular culture). Following an overview of quantitative and qualitative methods and critical analyses of journal articles on women and leadership, students work individually or in groups in selected content areas to write and present papers.

**LD ST 490: Independent Study**  
Cr. 1-3. Repeatable, maximum of 6 credits. F.S.SS.  
**Prereq:** Permission of the instructor.  
Independent study in leadership studies. No more than 6 credits of LD ST 290 or LD ST 490 may count toward graduation.