LEADERSHIP STUDIES

Overview
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. This interdisciplinary program, designed for students in all majors, consists of a 21-credit-hour leadership studies certificate, a 15-credit leadership studies minor, and a suite of leadership studies courses. Students earning either the certificate or minor in leadership studies will develop the knowledge and skills to effect positive change as they enter the public, nonprofit or private sectors. The certificate and minor are awarded by the College of Liberal Arts and Sciences and noted on the student’s transcript. To learn more about the program, visit our website: https://leadership.las.iastate.edu/.

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 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 Theory and Practice 3
- LD ST 322 Leadership in a Diverse Society 3
- MGMT 372 Ethical and Responsible Management 3
  or MGMT 422 Negotiation and Conflict Resolution

Leadership Electives: Choose 6 credits from the following
- AESHM 211 Leadership Experiences and Development (LEAD) 3
- AESHM 421 Developing Global Leadership: Maximizing Human Potential 3
- AGEDS 315 Personal, Professional, and Entrepreneurial Leadership in Agriculture 3
- COMST 218 Conflict Management 3
- COMST 313 Leadership Communication Theories 3
- ENGR 150 Foundations of Leadership Development and Learning 1
- ENGR 250 Leadership in Engineering Teams 1
- ENGR 350 Dean’s Leadership Seminar 1
- LD ST 122 Leading with Purpose 1
- LD ST 270 Campus Leadership Development 3
- LD ST 291 Leading Change 4
- LD ST 291A Leading Change: General 4
- LD ST 291B Leading Change: U.S. Diversity 4
- LD ST 291C Leading Change: International Perspectives 4
- LD ST 293 Special Projects 3
Leadership Studies Certificate

The certificate in leadership studies requires the completion of 21 credit hours including the 9 credit leadership studies core. 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

- LD ST 301 Leadership Theory and Practice 3
- LD ST 322 Leadership in a Diverse Society 3
- MGMT 372 Ethical and Responsible Management 3
  or MGMT 422 Negotiation and Conflict Resolution 3

Communication Electives:

Choose 3 credits from the following

- COMST 214 Professional Communication 3
- COMST 310 Intercultural Communication 3
- COMST 314 Organizational Communication 3
- ENGL 302 Business Communication 3
- SP CM 212 Fundamentals of Public Speaking 3

Leadership Electives:

Choose 6 credits from the following

- AESHM 211 Leadership Experiences and Development (LEAD) 3
- AESHM 222 Creativity on Demand 3
- AESHM 287 Principles of Management in Human Sciences 3
- 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 Change 4
- LD ST 291A Leading Change: General 4
- LD ST 291B Leading Change: U.S. Diversity 4
- LD ST 291C Leading Change: International Perspectives 4
- LD ST 293 Special Projects 1-3
- LD ST/WGS 333 Women, Gender, 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 Gender and Leadership 3
- LD ST 490 Independent Study 1-3
- M E 412 Ethical Responsibilities of a Practicing Engineer 3
- MGMT 372 Ethical and Responsible Management 3
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<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>MGMT 422</td>
<td>Negotiation and Conflict Resolution</td>
<td>3</td>
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<tr>
<td>MGMT 472</td>
<td>Diversity, Equity, and Inclusion in Organizations</td>
<td>3</td>
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<td>N S 412</td>
<td>Leadership and Ethics</td>
<td>3</td>
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<td>PHIL 235</td>
<td>Ethical Issues in a Diverse Society</td>
<td>3</td>
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<td>POL S 310</td>
<td>State and Local Government</td>
<td>3</td>
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<td>POL S 271</td>
<td>Public Organizations and Leadership</td>
<td>3</td>
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<td>POL S/WGS 385</td>
<td>Women in Politics</td>
<td>3</td>
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<td>POL S 475</td>
<td>Management in the Public Sector</td>
<td>3</td>
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<td>POL S 487</td>
<td>Electronic Democracy</td>
<td>3</td>
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<td>SOC 310</td>
<td>Community</td>
<td>3</td>
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<td>SOC/POL S 334</td>
<td>Politics and Society</td>
<td>3</td>
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<td>SP CM 110</td>
<td>Listening</td>
<td>3</td>
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<td>SP CM/POL S 417</td>
<td>Campaign Rhetoric</td>
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<td>U ST 315</td>
<td>Cyclone Aide Leaders Seminar</td>
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<td>WGS 301</td>
<td>International Perspectives on Women and Gender</td>
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<td>WGS 435</td>
<td>Gender, Globalization and Development</td>
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**Capstone Courses:**

Choose 3 credits of the following

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<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>LD ST 422</td>
<td>Leadership Capstone Seminar: Theory to Practice</td>
<td>3</td>
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<tr>
<td>LD ST 490</td>
<td>Independent Study (Must include a leadership focus and be pre-approved by the leadership studies faculty.)</td>
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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.