

# 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.

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## 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

LD ST 301	Leadership Theories	3
LD ST 322	Leadership in a Diverse Society	3
MGMT 372	Responsible Management and Leadership in Business	3
	or MGMT 422 Negotiation and Conflict Resolution	

**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
SP CM 312	Business and Professional Speaking	3
SP CM/WGS 323	Gender and Communication	3
SP CM 497	Capstone Seminar	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	POL S 271	Public Organizations and Leadership	3
AESHM 421	Developing Global Leadership: Maximizing Human Potential	3	POL S/WGS 385	Women in Politics	3
AESHM 474	Entrepreneurship in Human Sciences	3	POL S 475	Management in the Public Sector	3
AGEDS 315	Personal, Professional, and Entrepreneurial Leadership in Agriculture	3	POL S 487	Electronic Democracy	3
C E 306	Project Management for Civil Engineers	3	SOC 310	Community	3
COMST 218	Conflict Management	3	SOC/POL S 334	Politics and Society	3
COMST 313	Leadership Communication Theories	3	SP CM 110	Listening	3
COMST 317	Small Group Communication	3	SP CM 416	History of American Public Address	3
C R P 429	Planning in Developing Countries	3	SP CM/POL S 417	Campaign Rhetoric	3
C R P 432	Community Planning Studio	4-6	U ST 315	Cyclone Aide Leaders Seminar	2
C R P 435	Planning in Small Towns	3	WGS 301	International Perspectives on Women and Gender	3
C R P 492	Planning Law, Administration and Implementation	3	WGS 435	Gender, Globalization and Development	3
CON E 380	Engineering Law	3	<b>Capstone Courses:</b> Choose 3 credits of the following		
ENGR 150	Foundations of Leadership Development and Learning	1	LD ST 422	Leadership Capstone Seminar: Theory to Practice	3
ENGR 250	Leadership in Engineering Teams	1	LD ST 490	Independent Study (Must include a leadership focus and be pre-approved by the leadership studies faculty.)	1-3
ENGR 350	Dean's Leadership Seminar	1	Study abroad: Must include a leadership focus and be pre-approved by the leadership studies faculty.		
HD FS 395	Children, Families, and Public Policy	3	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.		
LAS 151	Dean's Leadership Seminar I	1	<b>Leadership Studies Minor</b>		
LD ST 122	Leading with Purpose	1	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.		
LD ST 270	Campus Leadership Development	3	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.		
LD ST 290	Independent Study	1-3	<b>Core Courses:</b> 9 required credits		
LD ST 291	Leading Through Service Learning	4	LD ST 301	Leadership Theories	3
LD ST 291A	Leading Through Service Learning: General	4	LD ST 322	Leadership in a Diverse Society	3
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			

MGMT 372	Responsible Management and Leadership in Business	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 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	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 488	Research on Women and Leadership	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
PHIL 235	Ethical Issues in a Diverse Society	3
SP CM 312	Business and Professional Speaking	3

**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.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.

**LD ST 291: Leading Through Service Learning**

Cr. 1-4. Repeatable, maximum of 6 credits. F.S.SS.

*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.SS.

*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.SS.

*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.SS.

*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.SS.

*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.

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**

Cr. 1-3. Repeatable, maximum of 6 credits. Alt. F., offered irregularly.Alt. S., offered irregularly.Alt. SS., offered irregularly.

*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.