

# LEADERSHIP (LEAD)

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## LEAD 0--. LEADERSHIP LOWER-LEVEL CREDIT. (0-8 Credits)

Lower Level Coursework in Leadership

**Level:** Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Transfer

**Schedule type(s):** Lecture

**Area(s) of Inquiry:** None

## LEAD 001. FOUNDATIONS OF LEADERSHIP. (1 Credit)

This course provides an introduction to leadership and the interdisciplinary concentration in Leadership Education and Development. The course is open to all students including those enrolled or considering enrolling in the concentration. General topics include the definition and basic tenets of leadership, how leadership differs from management and power wielding, and the traits/characteristics of leaders and followers including credibility and integrity. Students will read classic works in leadership and create action plans for leadership engagement and development. Students will begin to create their personalized Leadership Development Portfolio (LDP) used throughout the concentration.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

## LEAD 1--. LEAD-UPPER DIVISION. (1-10 Credits)

Upper Level Coursework in Leadership

**Level:** Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Transfer

**Schedule type(s):** Lecture

**Area(s) of Inquiry:** None

## LEAD 050. LEADERSHIP: THEORY TO PRACTICES. (3 Credits)

This course elevates student awareness of the theoretical foundations of leadership as well as the skills, values, attitudes and emotions that motivate leaders to take action. Topics include an historical perspective of leadership, the study of a great leader, the Social Change Model for Student Leadership Development, ethical awareness, decision making, power, influence, credibility, integrity, values formation, and system thinking. A major leadership model such as Emotional Intelligence, The Workplace Big Five, Situational Leadership or others will be included in the course. Several assessments will be employed for students to gain awareness of their strengths and areas of development with action planning as an important part of the class. Students will be introduced to the development of their personalized Leadership Development Portfolio (LDP) used throughout the concentration. Students select a leadership mentor to work with during this class. Prerequisite: LEAD 001 or completion of the Don Adam's Leadership Academy.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** LEAD 001

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

## LEAD 060. LEADERSHIP EXPERIENCE. (1 Credit)

This is an experiential (non-classroom) course requiring students to be actively engaged in a significant campus or community area of involvement (team, committee, club, etc.). This involvement could be through academic or co-curricular activities. Students will gain awareness of the mission, vision and values of the activity as well as take part on a project while documenting their experiences in their Leadership Development Portfolio (LDP). Students will meet with their leadership mentor during the experience and develop a written project description or contract and analysis plan. This class can be taken concurrently with LEAD 050 or after completion of LEAD 050.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** LEAD 050 (may be taken concurrently)

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 100. LEADERSHIP: INFLUENCE AND CHANGE. (0-3 Credits)**

This macro-level leadership course focuses on the leadership of teams, organizations and community. The first part of the course examines issues related to the leadership of teams - building effective teams, conflict management, team role structures, and creating team viability. The second part of the course examines issues related to the leadership of organizations and community - building a shared vision, building a leadership culture, championing organizational change, and the political realities of leading. The major objective of the course is to aid students with (a) becoming effective and ethical leaders, and (b) integrating and applying knowledge and experiences from prior course- work on their path to leadership development. All course experiences will culminate in a capstone class project - a realistic organizational simulation where students will create a new team-based organization. Prerequisites: Junior or Senior standing. LEAD 050

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** LEAD 050 and LEAD 060 (may be taken concurrently)

**Corequisite(s):** None

**Restrictions:**

Enrollment is limited to students with an concentration in Leadership Development.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lab, Lecture, Web Instructed

**Area(s) of Inquiry:** Engaged Citizen

**LEAD 110. LEADERSHIP AT SEA. (0-12 Credits)**

Leadership at Sea is a blend of classroom and experiential learning focusing on leadership development, team building, and seamanship. The course features sailing in the Bahamas aboard the schooner Liberty Clipper. The goal of the course is to elevate one's ability to navigate new environments (Nassau and a tall ship), learn new languages (culture language of Nassau and sailing terminology) and to work successfully in teams, follow, and lead. We will discover and apply the Situational Leadership model to our time at sea and develop a language of leadership for effective communication aboard ship. We will spend one week on-campus followed by six days in Nassau. Our time in Nassau will include meeting with officials at the American Embassy and the Bahamian government, meeting the first officers and tour a Norwegian Cruise Line ship, completing an historical tour of Nassau, and attending a session with student leaders at the College of the Bahamas. We also will participate in the Susan G. Komen Race for the Cure and Martahon Bahamas (run or staff water stations). We will then set sail for a week exploring the Bahamas Out Islands. The Liberty Clipper, a U.S. Coast Guard licensed 125' gaff-rigged schooner, will serve as our leadership laboratory enabling students to rotate through ship positions while taking more ownership of all sailing-related tasks. While at sea, the itinerary includes small island exploration, kayaking, snorkeling, and small craft sailing (<http://www.libertyfleet.com>).

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Discussion/Recitation, Independent Study, Lab, Lecture, Web Instructed

**Area(s) of Inquiry:** Global and Cultural Understand

**LEAD 112. EXPLORATIONS OF URBAN POVERTY. (3 Credits)**

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 120. MANY WOMEN, MANY LEADERS. (3 Credits)**

This course will provide students a chance to study leadership and qualities of leadership as they pertain to a diverse array of women leaders. We will focus on three specific facets to develop an astute understanding and analysis of women's leadership: leadership theories, historical examples of women's leadership, and a contemporary perspective on what women's leadership roles look like today and the challenges women face in realizing these roles. In all of our work, we will pay close attention to issues of race, class, and privilege, and the different ways these social realities impact the ability of women to lead effectively within society along with the creative ways women respond to them. No pre-requisites required.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** Global and Cultural Understand

**LEAD 169. LEADERSHIP INTERNSHIP. (1-3 Credits)**

The internship experience in the Concentration in Leadership Education And Development (LEAD) is intended to elevate the student's understanding of leading a domain as they complete a significant work project. LEAD interns spend time interviewing and shadowing leaders as well as attending high-level meetings to learn about how mission, vision and strategic intent are implemented within a defined corporate area. Most LEAD internships have followed either a credit internship within one's major or work at the company. It is expected that LEAD Internships and Intern Supervisors will provide a high level work experience that challenges the student to learn about the work and leadership needed for organizational success. Internships are almost always three credit hours with a work to credit ratio of 40-50 contact hours per academic credit hour.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** LEAD 050

**Corequisite(s):** None

**Restrictions:**

Students with a classification of Freshman or Sophomore may **not** enroll.

Students in the Law college may **not** enroll.

**Primary grade mode:** Standard Letter with IP

**Schedule type(s):** Independent Study, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 190. CAPSTONE PRACTICUM WITH REFLECTION. (3 Credits)**

This is the capstone leadership experience in the Concentration in Leadership Education and Development (LDEV). Students will be actively engaged in an action oriented, service learning project to create a meaningful change with the goal to create a better community for oneself and others. The student(s) will team with a LDEV partner in a profit or not-for-profit organization to define and implement a change initiative. The student(s) and faculty will meet weekly on-campus or via Skype to discuss the experiences and learning occurring during the practicum as it unfolds. The student will complete assignments and the experience will be documented in a reflective Leadership Development Journal (LDJ). The LDJ is an on-line, interactive reflective journal that the students will complete during the experience with reaction and interaction with the faculty member teaching the class. This course requires the student(s) to reflect upon and put into practice what they have learned by integrating the program each fall and/or spring term for students to present their experiences and learning. This will be attended by Concentration students, faculty and interested parties.

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** LEAD 100

**Corequisite(s):** None

**Restrictions:**

Enrollment limited to students with a classification of Junior, First year Pharmacy, Second year Pharmacy, Third year Pharmacy, Fourth year Pharmacy or Senior.

**Primary grade mode:** Standard Letter with IP

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 195. BULLDOGS CARE. (1 Credit)**

Bulldogs CARE is a course designed to equip students with valuable knowledge and skills to create a campus culture that reflects our commitment to ensure that our entire community feels welcomed, supported and valued. The four tenants of this course are conscientious conversations, affirmative communication, responsible leadership and emotional wellbeing. Bulldogs CARE creates a sense of shared responsibility in transforming the campus and student experience. Conscientious Conversations=learning to be deliberate and intentional in how you express yourself so that you nurture your connections. Gain understanding of your internal bias/perceptions/prejudice. Gain perspective by listening to understand. Accomplished through NCBI Training. (4hours) Affirmative Communication=knowing what to say, when to say it and how to say it. Affirmative does not mean aggressive. Courage comes from clarity; clarity comes from content. You will learn skillful ways to approach difficult conversations and address harmful language/behaviors. Accomplish through learning modules and practice exercises. (4hours) Responsible Leadership=understanding the role you play in upholding normative, ethical and moral obligations as it relates to your involvement on campus. You will unpack harmful and helpful norms present on campus and discover how to navigate ethical and moral obligations as a student leader. Accomplished through learning modules, in-class exercises and readings. (4hours) Emotional Wellbeing=learning and practicing ways to care for yourself while you are also working to care for others on campus. Accomplish through learning modules and practice exercises. (4hours)

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 198. LEADERSHIP INDEPENDENT STUDY. (1-6 Credits)**

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 199. SPECIAL TOPICS. (0-12 Credits)**

**Level:** Non Degree Coursework, Professional Health Care, Undergraduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:** None

**Primary grade mode:** Standard Letter

**Schedule type(s):** Discussion/Recitation, Independent Study, Internship, Lab, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 201. INSIGHTFUL LEADERSHIP: NAVIGATING SELF AND OTHERS FOR OPTIMAL SUCCESS. (3 Credits)**

Self-awareness serves as a cornerstone of successful leadership. Understanding what motivates you to take action, allows you to more effectively make connections between relationships, leadership styles, and career satisfaction. This course will explore a comprehensive range of subjects pertinent to leadership development, and aimed at enabling students to enhance personal and professional relationships, cultivating robust teams, and fostering the growth of others. The curriculum emphasizes practical strategies and theoretical frameworks that can be applied in various professional settings.

**Level:** Graduate

**Prerequisite(s):** None

**Corequisite(s):** None

**Restrictions:**

Enrollment is limited to Graduate level students.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 202. LEADERSHIP FOUNDATIONS: CORNERSTONES OF INFLUENCE AND CHANGE. (3 Credits)**

"This course establishes a comprehensive foundation in both personal and organizational leadership. This course aims to deepen the students' understanding of key leadership theories, distinguishing elements of management from leadership, and the mechanisms of followership, influence, and power. Through a blend of academic theory and practical applications, the course equips students with actionable strategies for advocacy, adult learning, and change leadership. It also incorporates research-based practices aimed at developing future leadership talent, providing students with a well-rounded preparatory experience in the field of leadership studies."

**Level:** Graduate

**Prerequisite(s):** LEAD 201

**Corequisite(s):** None

**Restrictions:**

Enrollment is limited to Graduate level students.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 203. ORGANIZATIONAL COMMUNICATION AND NEGOTIATION. (3 Credits)**

This course delves into the multifaceted realm of organizational communication and negotiation skills. Students are provided with actionable tools and techniques for identifying and effectively managing challenges that are inherent in complex organizational and political structures. The curriculum explores a spectrum of communication challenges and proposes a range of strategic responses. Topics covered include models and styles of conflict resolution, negotiation techniques, the dynamics of organizational politics, influencing processes, and the linguistics of leadership. The course is designed to equip students with the competencies required to maneuver through organizational complexities effectively and ethically.

**Level:** Graduate

**Prerequisite(s):** LEAD 201

**Corequisite(s):** None

**Restrictions:**

Enrollment is limited to Graduate level students.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 204. GLOBAL ETHICAL LEADERSHIP. (3 Credits)**

This course provides an integrated framework that combines ethics, diversity, social justice, and global leadership. Students will engage in critical discussions about ethical decision-making, diversity and inclusion, with added emphases on CSR principles and cultural competency in global settings. Through shared inquiry, the course delves into moral philosophies and their applications to contemporary workplace, environmental, and sociopolitical challenges at both the local and global levels. Students will be encouraged to review and critique professional Codes of Ethics, focusing on developing moral leaders who are sensitive to both domestic and international complexities. The overarching goal is to empower students with the multi-faceted skill set required to lead ethically and effectively in a diverse, globalized world.

**Level:** Graduate

**Prerequisite(s):** LEAD 201

**Corequisite(s):** None

**Restrictions:**

Enrollment is limited to Graduate level students.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 205. INTEGRATED DATA KNOWLEDGE: DECISION--MAKING, VISUALIZATION & IMPACTFUL REPORTING. (3 Credits)**

This course is designed to be a holistic exploration of data-driven decision-making, visualization, and reporting. It aims to produce organizational leaders who are not only capable of interpreting both qualitative and quantitative data, but also proficient in visualizing and communicating this data effectively. The course includes a balanced coverage of qualitative and quantitative research methods, equipping students to become critical consumers of data. A special focus is given to data visualization techniques and storytelling skills to enhance the visual communication of key indicators of organizational performance. Ethical and legal considerations related to data management and representation are also addressed. The end goal is to empower students with the knowledge and skills to make well-informed decisions, and to communicate those decisions clearly and ethically through advanced data visualization and reporting techniques.

**Level:** Graduate

**Prerequisite(s):** LEAD 201

**Corequisite(s):** None

**Restrictions:**

Enrollment is limited to Graduate level students.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 206. STRATEGIC PLANNING AND CONTINUOUS IMPROVEMENT FOR ORGANIZATIONAL EXCELLENCE. (3 Credits)**

Laying the foundation for organizational excellence, this course introduces students to the intricacies of strategic planning, systems thinking, and the continuous improvement cycle. Practical data-gathering techniques will be taught for analyzing performance needs and evaluating the impact of various interventions. Students will apply at least two approaches covered in the course to conduct a real-world needs analysis or an evaluation project, thereby gaining hands-on experience in strategic planning and organizational improvement.

**Level:** Graduate

**Prerequisite(s):** LEAD 201

**Corequisite(s):** None

**Restrictions:**

Enrollment is limited to Graduate level students.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 207. NAVIGATING LEADERSHIP THROUGH STRATEGY AND INNOVATION. (3 Credits)**

This course offers a comprehensive toolkit for shaping future-focused leaders. It equips students with the skills needed to recognize and adapt to future trends, brainstorm innovative solutions, and manage strategy at an organizational level. The course delves into environmental scanning, strategy formulation, and strategy implementation, while emphasizing a culture of innovation that values risk-taking and sees failure as a catalyst for growth. The course aims to develop leaders who are not only strategically sound but also inherently inventive.

**Level:** Graduate

**Prerequisite(s):** LEAD 201

**Corequisite(s):** None

**Restrictions:**

Enrollment is limited to Graduate level students.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 208. MASTERING THE DYNAMICS OF ORGANIZATIONAL TRANSFORMATION. (3 Credits)**

This course equips students with the practical knowledge and strategic insights necessary for leading effective organizational change. The course explores key theories of change management and their application in various organizational contexts through a systems thinking approach. It incorporates modules on managing resistance to change, stakeholder engagement, and the ethical considerations associated with organizational transformation. Through interactive case studies, students are encouraged to analyze change initiatives, assess their outcomes, and derive lessons for future implementation. The ultimate objective is to cultivate leaders who are not only aware of the complexities associated with change but are also capable of navigating these complexities to bring about successful organizational transformations.

**Level:** Graduate

**Prerequisite(s):** LEAD 201

**Corequisite(s):** None

**Restrictions:**

Enrollment is limited to Graduate level students.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 209. CREATING AND ORCHESTRATING IMPACTFUL ADULT LEARNING. (3 Credits)**

This holistic course offers students the tools to design, develop, and facilitate effective learning experiences aimed at adult audiences. The curriculum delves into creating precise instructional objectives, choosing suitable training methodologies, and crafting interactive games and simulations. Moving beyond design and delivery, the course also focuses on assessment and feedback strategies that help check for learner understanding and measure training effectiveness. Additionally, students will learn how to establish clear expectations, accountabilities, and responsibilities affiliated with the learning experience, making them not just facilitators but architects of effective adult learning.

**Level:** Graduate

**Prerequisite(s):** LEAD 201

**Corequisite(s):** None

**Restrictions:**

Enrollment is limited to Graduate level students.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None

**LEAD 210. LEADERSHIP AND COMMUNITY CAPSTONE EXPERIENCE. (3 Credits)**

In culmination of the Master's in Leadership program, this 3-credit course serves as an integrative capstone experience. It provides students with the invaluable opportunity to operationalize their academic competencies in pragmatic settings. Emphasizing community engagement and practical leadership, this course allows students to synthesize and apply key principles from their academic coursework. Through a structured curriculum that incorporates real-world projects and community involvement, students will develop a nuanced understanding of effective leadership while also contributing positively to their communities. This course thereby serves as a conduit for both personal and communal growth, consolidating the program's overarching objectives.

**Level:** Graduate

**Prerequisite(s):** LEAD 201

**Corequisite(s):** None

**Restrictions:**

Enrollment is limited to Graduate level students.

**Primary grade mode:** Standard Letter

**Schedule type(s):** Independent Study, Lecture, Web Instructed

**Area(s) of Inquiry:** None