IUPUI APPLICATION FORM FOR MINORS

I. **School:** Indiana University-Purdue University, Columbus  
   **Department:** Liberal Arts

II. **Proposed Minor:** Leadership Studies

III. **Related Major:** Currently, no Leadership Studies major exists at IUPUC. However, Leadership Studies is clearly relevant to, and would provide added value to, many available majors (Business, Communication Studies, Education, Sociology, etc.).

IV. **Projected Date of Implementation:** Fall 2013

V. **List the major objectives of the proposed minor and describe its chief features briefly:**

The Leadership Studies Minor at IUPUC aims to be interdisciplinary, multicultural, and multidimensional. The minor will consist of five courses (15 credits) providing IUPUC undergraduates exposure to current theory and practice designed to prepare students for future leadership roles in non-profit organizations, governmental agencies, community groups, and the workplace. Such training will also prepare students for advanced degrees. Students admitted to the Leadership Studies Minor must take one course from each of five major content areas exploring topics covering a wide range of leadership principles, including: (1) Introduction to Leadership Studies; (2) Foundations of Leadership; (3) Ethical, Social, and Political Components to Leadership; (4) Diversity, Global and Community Leadership; and (5) Experience in Leadership. At least two courses must be taken outside of the student’s primary discipline. Additionally, no more than six credit hours can come from the same discipline.

**Required Introductory Course**
Introduction to Leadership Studies (We are working on a course number)

**Foundations of Leadership**
Organizational Communication (COMM C380)  
Communication Criticism (COMM R330) – see pre reqs  
International Organization (POLS Y374)  
Leadership principles (OLS 28400)  
Leadership Theories & Processes (OLS 39000)  
Leadership Through Teams (OLS 38800)  
Behavioral Management (PSY B460) – see pre reqs  
Formal Organization (SOC R478)

**Ethical, Social, and Political Components to Leadership**
Business and Society (BUS-J 404) - see pre reqs  
Managing and Behavior in Organizations (BUS-Z 302) - see pre reqs  
Political Communication (COMM R390)  
Great Speakers: American Public Address (COMM R309)  
Ethical Decisions in Leadership (OLS 26300)  
Human Behavior in Organizations (OLS25200)  
Ethics (PHIL P120)  
Comparative Politics (POLS Y217)  
Political Theory (POLS Y213)  
Political Sociology (SOC R315) – see pre reqs  
Gender and Work (SOC R425) – see pre reqs
Diversity, Global and Community Leadership
Leadership, Teamwork & Diversity (BUS-Z 447) – see pre reqs
Intercultural Communication (COMM C482) – see pre reqs
Multicultural Education and Global Awareness (EDUC E201)
History of United States – Latin American Relations (HIST F347)
Leadership: Global Workforce (OLS 32700)
Introduction to International Relations (POLS Y219)
Politics in Developing Countries (POLS Y346)
U.S. Foreign Policy (POLS Y360)
Globalization (POLS Y377)
Comparative Social Systems (SOC R338) – see pre reqs
Advancing Women in Leadership (WOST-W 300)

Experience in Leadership
Leadership Practicum (research, service learning, study abroad, or internship)

VI. Why is the minor needed? (Rationale)

There are several reasons why a Leadership Studies Minor is needed at IUPUC. Above all, the minor fulfills one of the chief purposes of the university in respect to serving the interests of the local community. IUPUC has a long-standing tradition of partnering with key businesses and local leaders to develop educational solutions aligned with regional needs. As the community seeks future leaders in science, technology, engineering, non-profit organizations, and teaching, it seems necessary for the university to provide students the opportunity to study leadership skills in an academic setting. The Leadership Studies Minor at IUPUC is designed to incorporate courses across the curriculum that relate to several aspects of leadership, while offering a core course aimed at providing students an in-depth introduction to theories, models, and possible applications of leadership.

The Leadership Studies Minor at IUPUC also extends recent efforts at the university to promote the study of leadership. The recently developed (non-credit) leadership certification program called the Excellence in Leadership Initiative (ELI) started in Fall 2011 designed as a development and enrichment program for IUPUC students seeking to strengthen their leadership skills and experience. ELI has offered students an opportunity to explore Leadership Studies through informative workshops and community service. While ELI will continue to operate out of the Office of Student Services, the Leadership Studies Minor will provide interested students the opportunity to expand their study of leadership through a variety of credit-bearing courses and service projects. Additionally, the ELI program provides the foundation for a Leadership Minor, and a place for students in an inter-disciplinary minor to unite throughout the semester.

Additionally, the Leadership Studies Minor at IUPUC aims to produce on-campus leaders for the university. As student organizations have been promoted by the university as “a great way to meet new friends and gain leadership experience,” there is a need for students to actively create and lead campus clubs in meaningful and intentional ways. This, in turn, will produce graduates who will be well equipped to enter the workforce, especially within a community that boasts many multi-national companies, including a Fortune 500 company.
VII. Describe the student population to be served and market to be targeted:

The Leadership Studies Minor will serve students in IUPUC’s traditional target market in south central Indiana. Due to the relevance of Leadership Studies to certain degree programs, the minor should appeal especially to students in the Division of Business, Division of Education, and Division of Liberal Arts. Because the minor is interdisciplinary and many of its available courses will fall under these three divisions, we suspect students already majoring in programs in any of these divisions will sense a strong association with their current curriculum and enthusiastically complete the requirements of the minor. As such, we expect to have at least 10 students complete the minor each year.

VIII. How does this minor complement the departmental and campus missions? Address how it conforms with IUPUI’s Principles of Undergraduate Learning.

*IUPUC’s Mission is to be the first choice for those who seek a small university experience in south central Indiana emphasizing intellectual and personal development, community engagement, and preparation to enter the global workforce. The minor in Leadership Studies will contribute directly to this mission by providing students with enhanced opportunities for intellectual and personal growth and better preparation for leadership positions in the workforce and community.*

See the following chart for alignment with the PULs:

<table>
<thead>
<tr>
<th>Leadership Principles in the Minor in Leadership</th>
<th>Relationship to IUPUC’s Principles of Undergraduate Learning</th>
<th>Eligible IUPUC Courses</th>
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<tbody>
<tr>
<td><strong>Foundations of Leadership</strong></td>
<td>• Critical Thinking</td>
<td>• Organizational Communication (COMM C380)</td>
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<td>• Communication Criticism (COMM R330)</td>
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<td>• Leadership Principles (OLS 28400)</td>
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<td>• Behavioral Management (PSY B460)</td>
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<td>• Formal Organization (SOC R478)</td>
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<td><strong>Ethical, Social, and Political Components of Leadership</strong></td>
<td>• Values and Ethics</td>
<td>• Business and Society (BUS-J 404)</td>
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<td>• Information Resources Skills</td>
<td>• Managing and Behavior in Organizations (BUS-Z 302)</td>
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<td>• Political Communication (COMM R390)</td>
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<td>Diversity, Global, and Community Leadership</td>
<td>Great Speakers: American Public Address (COMM R309)</td>
<td>Understanding Society and Culture</td>
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<td>Ethical Decisions in Leadership (OLS 26300)</td>
<td>Intellectual Depth, Breadth and Adaptiveness</td>
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<td>Human Behavior in Organizations (OLS25200)</td>
<td>Leadership, Teamwork &amp; Diversity (BUS-Z 447)</td>
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<td>Ethics (PHIL P120)</td>
<td>Intercultural Communication (COMM C482)</td>
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<td>Political Theory (POLS Y213)</td>
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<td>Political Sociology (SOC R315)</td>
<td>Leadership: Global Workforce (OLS 32700)</td>
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<td>Gender and Work (SOC R425)</td>
<td>Introduction to International Relations (POLS Y219)</td>
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<td>Experience in Leadership</td>
<td>U.S. Foreign Policy (POLS Y360)</td>
<td>Politics in Developing Countries (POLS Y346)</td>
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<td>Advancing Women in Leadership (WOST-W 300)</td>
<td>Comparative Social Systems (SOC R338)</td>
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</tbody>
</table>

| Experience in Leadership                  | PULs vary by experience | Independent Study (research, service learning, study abroad, or internship) |
IX. List and indicate the sources (including reallocation) of any resources (personnel, financial, learning, library holdings, equipment, etc.) required to implement the proposed program.

No additional funds are needed to implement the Leadership Studies Minor, which will be co-directed by Dr. Ryan Neville-Shepard and Dr. Sandra Miles. Due to the interdisciplinary nature of the minor, most of the relevant coursework is already offered by existing programs at IUPUC.

Looking further ahead, as the minor grows, we may need to offer some courses more frequently by part-time and full-time faculty members, and it may also be necessary to grant the director of the minor a course release in order to balance their teaching and research obligations. These initiatives will be funded by increased revenues as the minor grows.

X. Describe any innovative features of the program (e.g., involvement with local or regional agencies, offices, etc., cooperative efforts with other institutions, etc.)

Unlike other Leadership programs where the curriculum may be housed in a single division, the IUPUC vision for this program seeks to be genuinely inter-disciplinary. To encourage the participation of multiple divisions and faculty, and to allow students to experience interdisciplinary methods and approaches to learning, teaching and leading, students will be required to take a minimum of 6 credits (including the inter-disciplinary introductory course) outside their home division and discipline.

Additionally, 3 credits of experiential learning will be required as a culminating experience for students completing the minor.

XI. List the major student outcomes (or set of performance-based standards) for the proposed minor. That is, what learning will the program produce in a comprehensive sense? (See Attachment following XII for a model that incorporates illustrations of the outcomes and assessment mechanisms specified in Items XI and XII.)

- Basic understanding of the concept of leadership in theory and practice.
- Personal connection to ethics and social responsibility.
- Enhanced global perspective

XII. Explain how each of the student learning outcomes identified in XI above will be assessed using, for example, course-embedded assessments, graduate follow-up, employer surveys, standardized tests, etc? Will assessment take place in courses? in practice settings? in a culminating project or seminar? (Please use the matrix in the Attachment to indicate how the outcomes will be assessed and in what setting(s).) On what basis will you demonstrate that this program has been successful? What performance indicators will you use?
<table>
<thead>
<tr>
<th>Student Outcome:</th>
<th>Where will students learn this skill?</th>
<th>How will student achievement of the outcome be assessed?</th>
<th>In what setting will the assessment take place?</th>
</tr>
</thead>
</table>
| Basic understanding of the concept of leadership in theory and practice | - Introduction to Leadership Studies  
- Organizational Communication (COMM C380)  
- Behavioral Management (PSY B460)  
- International Organization (POLS Y374)  
- Formal Organization (SOC R478)  
- Communication Criticism (COMM R330)  
- Leadership Practicum | - Class Projects (presentations, group assignments, essays)  
- Content assessment (exams)  
- Culminating Project (survey of leadership experience) | - In coursework and Leadership Practicum |
| Personal connection to ethics and social responsibility | - Political Communication (COMM R390)  
- Great Speakers: American Public Address (COMM R309)  
- Comparative Politics (POLS Y217)  
- Political Theory (POLS Y213)  
- Political Sociology (SOC R315)  
- Gender and Work (SOC R425)  
- Ethics (PHIL P120)  
- Managing and Behavior in Organizations (BUS-Z 302)  
- Business and Society (BUS-J 404) | - Class Projects (presentations, group assignments, essays)  
- Content Assessment (exams) | - In coursework |
| Enhanced global perspective | - Intercultural Communication (C482)  
- Introduction to International Relations (POLS Y219)  
- History of United States – Latin American Relations (HIST F347)  
- Politics in Developing Countries (POLS Y346) | - Class Projects (group assignments, presentations, essays)  
- Content Assessment (exams) | - In coursework |
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<td></td>
<td>• Women as Leaders (SOC course currently being developed)</td>
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