



## **Proposal: Leadership Minor Executive Summary**

**Overview:** This proposed Leadership Minor enables students to complement any major with a focus in leadership obtained from foundational courses from the Higher Education Leadership program and interdisciplinary courses. This minor has been built with a ladder in mind for more leadership offerings for the FAU student. The Proposal includes the Minor (16 credits) to be offered through the Higher Education Leadership program and the Leadership Education and Development (LEAD) office within Student Affairs. The Proposal includes the creation of ten new courses.

**Minor Requirements:** In consultation with an advisor, students map out a program of study that includes 7 credits of core coursework and 9 credits of electives totaling 16 credits.

1. <b>LDR 2010: Introduction to Leadership</b>	<b>1 Credit</b>
2. <b>LDR 4104: Theories of Leadership</b>	<b>3 Credits</b>
3. <b>LDR 3930: Capstone Seminar on Leadership</b>	<b>3 Credits</b>
4. <b>Elective Credit</b>	<b>9 Credits</b>

- a. Electives are divided into three categories (and can be achieved interdisciplinary):  
Self-Awareness as a Leader, Leading and Teams and Leading our World.

The Leadership minor is open to all degree-seeking students. Students desiring to add a minor to their major(s) can do so by earning 16 credits in Leadership. To formally express interest or receive program updates, students fill out an application located on OwlCentral. Once submitted students will receive a notification from LEAD to develop a plan of study for the minor. To declare the minor, students must follow the procedures set by the Registrar's Office and include the minor on the Application for Degree. This will ensure that the minor appears on the academic transcript. The Minor will be awarded on completion of the bachelor's degree.

**Rationale for the Minor:** The increasing attention on college student leadership development has been experienced in colleges and universities across the nation as well as at FAU. Developing leadership capacity in college students has only gained momentum in recent years. Increased classes on leadership skill development are being added in a variety of fields including education, business, and engineering; the development of new leadership models for college students; the professionalization of the student leadership educator role; and the emergence of new leadership associations, conferences, and resources for leadership educators (Dugan & Komives, 2007).

The research shows that students can and do increase their leadership skills during the college years (Pascarella & Terenzini, 2005) and that “increases in leadership development in turn enhance the self-efficacy, civic engagement, character development, academic performance, and personal development of students” (Dugan & Komives, 2007).

According to the Council for the Advancement of Standards in Higher Education, “Regardless of differences in academic discipline, organizational affiliation, cultural background, or geographical location, students must be better prepared to serve as citizen leaders in a global community” (CAS Contextual Statement, 2012). Understanding this, the program is being proposed as interdisciplinary and in partnership with Student Affairs and the Higher Education Leadership Program.

We know that schools around the state are providing students with leadership studies programs and FAU is in a feasible position to address this identified need. Below we see the various ways that a Leadership Minor can complement the University and our students:

- I. In the spring of 2014, a grant by the Quality Enhancement Plan Undergraduate Research program funded a study to examine the feasibility of a leadership studies program at Florida Atlantic University. Eight focus groups were conducted to understand students’ perspectives regarding a leadership studies program at FAU as well as the benefits of completing LDR 2010: Introduction to Leadership course. Almost all participants (91%) indicated interest in the creation of a leadership minor. Specifically, participants indicated the benefits of a Leadership Studies Program (as well as the current benefits of LDR 2010) included: effective communication skills, personal growth and development, perspective on leadership theories and real world application and assistance with career goals. The students expressed strong desire to be in classes with individuals who had different academic majors for diverse perspectives.
- II. FAU President Dr. John Kelly stated in an interview with Michael Williams from WPTV “the business community is looking for students with more than just the book knowledge, they are looking for students who understand how to work in team, and who exhibit leadership skills,” (To the Point, 2014) and he wants to see implementation of more of these skills at FAU.
- III. The Higher Education Leadership Program Review and the Student Involvement and Leadership Review that both took place spring of 2014 by external consultants supported strong recommendations to develop and implement the leadership minor at Florida Atlantic University.
- IV. Five State Universities in Florida house a Leadership Studies Program.

**Relation to FAU’s Strategic Plan:** According to FAU’s strategic plan, Goal 1 is to enrich the educational experience. Objective D is to Support an organization culture in which all units are dedicated to **student success** and one of the strategies identified is to “Expand and enhance student leadership programs”. Further, the objective to strengthen the relationship between

Student Affairs and academic programs would be fulfilled through this minor as the engagement of other colleges in this interdisciplinary approach is necessary.

The purpose of the Leadership Minor is to add to the undergraduate offerings in leadership development (currently there is one course offered, LDR 2010: Introduction to Leadership) in order to enable students to declare a focus in this interdisciplinary area. This enhancement of leadership education and development programs aligns with the FAU strategic plan as does the proposal of an interdisciplinary program with partner colleges and departments around the University. With the Leadership Minor's interdisciplinary approach, students will have the opportunity to expand their educational experience. Students will learn the foundational knowledge of their discipline but also learn how to thrive once they are immersed in the field. As President Kelly mentioned in his interview with Michael Williams from WPTV "the business community is looking for students with more than just the book knowledge, they are looking for students who understand how to work in team, and who exhibit leadership skills".

Further, a strategy that has been identified to support Objective D of FAU's strategic plan is to "Expand and enhance student leadership programs" and incorporating the Leadership Minor will do just that. The minor is a comprehensive tactic to connect multiple students across campuses to become exemplary leaders in their academic interest. Lastly, leadership is a relationship (Kouzes, 2008); since the minor has multiple constituents that will assist in the structure, including members from Student Affairs, the relationship between Academic Affairs and Student Affairs will be fulfilled and strengthened. Members representing the diverse disciplines, programs and entities (i.e., Student Affairs, Academic Affairs, etc.) of the university enterprise will work together on the coordination and advisement of the minor.

**Enrollment Estimates:** As of fall 2014 approximately 385 Students have enrolled in LDR 2010: Introduction to Leadership course. We estimate that 150 Students will complete the minor in spring 2016. It is highly likely that interest and popularity of the Leadership Minor will increase over time. We project a 20% increase annually in enrollment numbers. This model suggests that over 280 new students will be enrolled in the Minor between fall 2016 and spring of 2018. Based on our research and conversations with colleagues around the state of Florida, the following numbers pertain to current enrollment in their minor programs: Florida State University: 200+; University of Central Florida: 271; Iowa State University: 94.

**Resources to Support Program:** To provide support and insure sustainability of the Leadership Minor, recruiting and hiring a full-time faculty member (Assistant Professor, tenure line) in Higher Education Leadership is needed to oversee the minor. The Division of Student Affairs is committed to funding this position (please see letter of commitment).

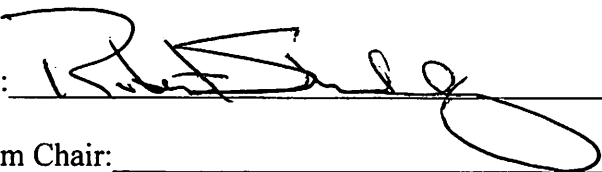
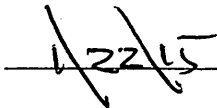
Currently, the Director of Lead for Student Affairs is assigned to the program and there is also funding that will continue for two Graduate Teaching Assistants to assist in the planning team coordination, coordination of LDR 2010 Introduction to Leadership and other LDR courses, Blackboard course management, a study of the minor to determine the effectiveness and other associated research. Four instructors (2 faculty, 2 administrators) are currently approved to teach.

The necessary faculty affiliates professionals should be credentialed to teach the course along with the new faculty member of the Higher Education Leadership program.

**Oversight:** A Coordinating Committee comprised of participating program faculty, advisors and stakeholders will provide oversight of courses and advising plans for this interdisciplinary minor. The minor will be managed by the Higher Education Leadership Program faculty (EDLRM) in consultation with academic program faculty, offices of Academic Advising, Undergraduate Studies, and the Student Affairs Leadership Education and Development Office. The Coordinating Committee will ensure the effectiveness of the minor is including the overall implementation plan.

Submitted by:

- Dr. Frankie Santos Laanan, Professor, Higher Education Leadership, ELRM
- Dr. Deborah L. Floyd, Professor, Higher Education Leadership, ELRM (Interim Dean of the Graduate College)
- Dr. Dianne Wright, Associate Professor, Higher Education Leadership, ELRM
- Dr. Peggy Golden, Chair and Professor, Management Programs, College of Business
- Dr. Corey King, Adjunct Faculty, Higher Education Leadership (Interim Vice President for Student Affairs)
- Katie Burke, Adjunct Instructor, Higher Education Leadership (Director of Leadership Education and Development)

<b>Approved by:</b>		<b>Date:</b>	
Department Chair:	_____		_____
College Curriculum Chair:	_____		_____
UUPC Chair:	_____		_____
Undergraduate Studies Dean:	_____		_____
UFS President:	_____		_____
Provost:	_____		_____

<b>Leadership Studies Proposed Program of Study (Includes Minor)</b>		
<b>Knowledge Domain</b>	<b>Course Number and Title</b>	<b>Credits</b>
<b>Self-Awareness as a Leader</b>  Pick one (not ** indicated courses)	<b>LDR 2010: Introduction to Leadership**</b>	1
	SLS 1503: Leadership Learning Community	2
	<b>LDR 4104: Theories of Leadership***</b>	3
	LDR 3216: Leadership and Social Change#	3
	LDR 4271: Media Literacy and Leadership#	3
	LDR 4204: Ethics and Power in Leadership#	3
	<b>LDR 4915: Capstone Seminar on Leadership***</b>	3
<b>Required Core**</b>		
<b>Leadership and Teams</b>  Pick one	LDR 3214: Leadership in the Fraternal Movement (permission)#	3
	LDR 4040: Introduction to Field Leadership#	3
	LDR 4360: Facilitation and Group Development#	
	<b><u>Dorothy F. Schmidt College of Arts &amp; Letters:</u></b>	
	SPC 3425: Small Group Processes	3
	SPC 4443: Leadership and Communication	3
	COM 3120: Organizational Communication	3
	<b><u>College of Business:</u></b>	
	MAN 3025: Introduction to Management and Organizational Behavior	3
	MAN 4046: Leadership Supervisory Skills, and Team Development	3
	ENT 4024: Entrepreneurship	3
	MAN 4930: Leadership and Sustainment (Special Topics)	3
<b>Leading Our World</b>  Pick One	MAN 3611 Cross-cultural Human Relations and Negotiations	3
	LDR 3280: Leadership in the Political Context#	3
	LDR 3930: Contemporary Issues of Leadership#	3
	<b><u>College of Engineering and Computer Science:</u></b>	
	EGN 3937: Leadership Development Workshop 1	3
	EGN 4070: Sustainability Leadership for Engineers	3
	EGN 4937: Leadership Development Workshop 2	3
	EGN 4942: Innovation Leadership Internship	3
	<b><u>Military Sciences:</u></b>	
	MSL 2101: Individual Leadership Studies	2
	MSL 3201: Leadership and Problem Solving	3
	MSL 4301: Leadership and Management	3
	AFR 3220: Air Force Leadership Studies 2	3
<b>TOTAL 16 CREDIT HOURS (Minor)</b>		<b>#course in creation stage</b>



## Leadership Minor Diagram of Relationships

