



Proposal: Leadership Studies Minor Executive Summary

Overview: This proposed Leadership Studies 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 nine 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. LDR 2010: Introduction to Leadership | 1 Credit |
| 2. LDR 4104: Theories of Leadership | 3 Credits |
| 3. LDR 3930: Capstone Seminar on Leadership | 3 Credits |
| 4. Elective Credit | 9 Credits |

- 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 Studies 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 t 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 Needed to Support Program: To provide support and insure sustainability of the Leadership Minor, recruiting and hiring a full-time faculty member in the Higher Education Leadership, to oversee the minor. This is an accreditation requirement.

We are also requesting two Graduate Assistants (GAs) to assist in the planning team coordination (approved and funded within the LEAD office), coordination of

LDR courses, Blackboard course management, a study of the minor to determine the effectiveness and other associated research.

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)

Approved by:	Date:
Department Chair: <u>[Signature]</u>	<u>2/12/15</u>
College of Education Dean: <u>[Signature]</u>	<u>2/12/15</u>
College Curriculum Chair: <u>[Signature]</u>	<u>2/12/15</u>
Undergraduate Studies Dean: <u>[Signature]</u>	<u>2/24/15</u>
UUPC Chair: <u>[Signature]</u>	<u>2/20/15</u>
Undergraduate Studies Dean: <u>[Signature]</u>	<u>2/24/15</u>
UFS President: _____	_____
Provost: _____	_____

College
Chair
Dean

Evidence of Consultation Emails

School of Public Administration, College for Design and Social Inquiry

From: Khi Thai <THAI@fau.edu>
Date: April 2, 2015 at 3:28:55 PM EDT
To: Ellen Ryan <ervan@fau.edu>, Deborah Floyd <dfloyd@fau.edu>
Cc: Rosalyn Carter <rcarter@fau.edu>, Ali Farazmand <afarazma@fau.edu>, Hugh Miller <hmillier@fau.edu>, Katie Burke <kburke19@fau.edu>
Subject: RE: Leadership Studies Minor Lunch Thurs. 12:30 p.m.

Hello Ellen and Debbie,

The School of Public Administration has no objection to the Leadership Studies Minor proposed by the Department of Educational Leadership and Research Methodology.

Following our today's discussion, we would suggest that you add PAD 4414 Managing People in the Public Sector to one of your proposed knowledge domains. In addition, we will be happy to join the program Coordinator Committee.

Best,

Khi

Khi V. Thai, Ph.D., Professor
Director, School of Public Administration
Florida Atlantic University
Editor, Journal of Public Procurement
Editor, International Journal of Organization Theory and Behavior

Management Program, College of Business

Deborah Floyd

From: Peggy Golden
Sent: Saturday, October 25, 2014 7:40 AM
To: Frankie Santos Laanan
Cc: Stephanie Castro; Donna Cooke; Michael Harari; Paul Hart; Ethlyn Williams; Deborah Floyd; Katie Burke
Subject: Re: REVISED - Leadership Minor documents (as of October 23, 2014)

I have no objections.

Chair, Management Programs
FAU College of Business

For your presentation at the UUPC, please let the record show that Management Programs has no objection to the minor or these courses.

Peggy Golden

Peggy Golden, PhD
Chair and Professor
Management Programs
Ph: 561-297-4506 Cell: 954-818-2417

College of Engineering and Computer Science

From: Mohammad Ilyas <ilvas@fau.edu>
Date: February 24, 2015 at 8:14:56 PM EST
To: Patricia Maslin Ostrowski <pmaslin@fau.edu>
Cc: Deborah Floyd <dfloyd@fau.edu>, "Deborah L. Floyd" <DeborahL.Floyd@aol.com>
Subject: RE: meeting with Engineering and Computer Science Dean, etc. regarding undergraduate leadership minor

Dear Dr. Maslin-Ostrowski,

The College of Engineering and Computer Science supports the proposal for undergraduate leadership minor proposed by the Department of Educational Leadership and Research Methodology. We believe that the proposed minor will provide a very positive academic experience for our students and will be useful as they graduate and move to the workforce.

Best wishes.

Mohammad Ilyas, Ph.D.
Dean and Professor
College of Engineering and Computer Science
Tel: : [561-297-3426](tel:561-297-3426), Mobile: [561-706-3029](tel:561-706-3029)

Department of Political Science, College of Arts and Letters



Fri 3/20/2015 3:58 PM

Aimee Arias

RE: Leadership Studies Minor Proposal - Urgent Request

o Frankie Laanan

c Deborah Floyd; Patricia Maslin Ostrowski; Katie Burke

Dear Colleagues,

Thank you again for coming to our faculty meeting at such late notice to discuss the Leadership Studies Minor. As we agreed during the meeting, you will be withdrawing LDR 3280 from the proposal and consideration for a later time.

The Department of Political Science has no objection to the Leadership Studies Minor. The Department of Political Science has no objection to the following courses:

LDR 4204: Ethics and Power in Leadership

LDR 3216: Leadership and Social Change

LDR 4104: Theories of Leadership

Best,
Aimee

Aimee Kanner Arias, Ph.D.
Associate Professor and Chair
Department of Political Science
Florida Atlantic University
777 Glades Road, SO 392A
Boca Raton, FL 33431
561-297-3210
akanner2@fau.edu

Department of Curriculum, Culture and Educational Inquiry, College of Education

-----Original Message-----

From: Emery Hyslop-Margison

Sent: Friday, November 07, 2014 12:38 PM

To: Robert Shockley; Barbara Ridener; Deena Wener; Michael Brady; Michael Whitehurst; Paul Peluso

Cc: Valerie Bristor; Donald Torok; Deborah Shepherd; Eliah Watlington; Patricia Maslin Ostrowski; Deborah Floyd

Subject: RE: Memo from Bob to COE Dept Chairs

Bob,

I see no conflicts with CCEI courses.

Emery

Dr. Emery J. Hyslop-Margison

Professor and Chair

Department of Curriculum, Culture and Educational Inquiry

College of Education

Florida Atlantic University

Boca Raton, FL 33431

Department of Communication Sciences and Disorders, College of Education

From: Deena Wener

Sent: Wednesday, December 03, 2014 1:22 PM

To: Robert Shockley; Barbara Ridener

Cc: Patricia Maslin Ostrowski; Frankie Santos Laanan; Safeeia Azam

Subject: RE: Memo from Bob to COE Dept Chairs

Dear Dr. Shockley,

I have reviewed the course offerings and your proposal for an undergraduate minor in Leadership. I do not see any conflict or overlap with courses that we are offering for the master's degree in Communication Sciences and Disorders.

Good luck with your program development.

With best regards,

Dr. Deena Louise Wener

Deena Louise Wener, Ph.D., CCC-SLP

Associate Professor & Chair

Department of Communication Sciences and Disorders College of Education Florida Atlantic University

777 Glades Road

Boca Raton, FL 33431-0991

Phone: 561-297-2259

FAX: 561-297-2268

E-mail: wener@fau.edu

Department of Exceptional Student Education, College of Education

-----Original Message-----

From: Michael Brady
Sent: Monday, November 10, 2014 1:11 PM
To: Robert Shockley
Subject: RE: Memo from Bob to COE Dept Chairs

Bob - I do not see any conflict or overlap with courses or curriculum in the ESE Department. Good luck with this initiative.

Michael P. Brady, PhD
Professor & Chair
Department of Exceptional Student Education Florida Atlantic University
777 Glades Road
Boca Raton, FL 33431
(561) 297-3281
mbrady@fau.edu

Department of Counselor Education, College of Education

-----Original Message-----

From: Paul Peluso
Sent: Friday, November 07, 2014 7:51 PM
To: Robert Shockley
Subject: Re: Memo from Bob to COE Dept Chairs

Hi Bob

There are no conflicts with Counselor Education.

Best,

Paul

Department of Exercise Science and Health Promotion, College of Education

-----Original Message-----

From: Michael Whitehurst
Sent: Friday, November 07, 2014 11:28 AM
To: Robert Shockley
Cc: Anita Dangelo-Herold; Christopher Boerum; Chun-Jung Huang; Elise Eifert; Ian Pyka; Michael Hall; Michael Zourdos; Robert Zoeller; Sue Graves; Marie Wells; Leslie Cribbs; Tina Penhollow
Subject: RE: Memo from Bob to COE Dept Chairs

Bob,
The proposed undergraduate minor in leadership is not in conflict with the Dept. of Exercise Science & Health Promotion program initiatives.
Mike

Military Science



Wed 4/8/2015 12:55 PM

James Hillabrandt

RE: Leadership Studies Minor

To: Kate Burke

Cc: Deborah Floyd

Ms. Burke,

I received a message from Dr. Floyd that clarified my concerns with including the 3000 and 4000 level course.

Do you have time on Friday (1000-1200) to discuss support of the minor? I think a brief phone conversation is all that is required to lock MSL classes into the course menu.

I have no objection to the minor and only would like to clarify what students would be able to use the upper level courses currently show in the menu.

v/r

Jimmy

Major James Hillabrandt
Military Science

Division of Student Affairs

January 23, 2015

To Whom It May Concern:

The Division of Student Affairs supports the undergraduate Leadership Minor proposal submitted by the department of Educational Leadership and Research Methodology. Further, we are in support of each of the ten individual courses proposed.

The Division of Student Affairs will fund a tenure track assistant professor position and continue funding two leadership graduate assistants in support of this Minor. Further, we will continue enabling our director of Leadership Education and Development to support the Leadership Minor who is also teaching LDR 2010: Introduction to Leadership.

We believe that this minor will contribute positively to the success of our undergraduate students and we pledge our support in working with faculty in this exciting endeavor.

Thank you for your consideration.

Sincerely,

Corey King, Ed.D.

Interim Vice President for Student Affairs

Sample Flight Plans for Leadership Studies Minor

1.

Sample Flight Plan – BGS (Bachelor of General Studies) Student		
Knowledge Domain	Course Number and Title	Credits
Self-Awareness as a Leader Pick One (in addition to Required Core**)	LDR 2010: Introduction to Leadership**	1
	LDR 4104: Theories of Leadership#**	3
	LDR 3216: Leadership and Social Change#	3
	LDR 4204: Ethics and Power in Leadership#	3
	LDR 4915: Capstone Seminar on Leadership**	3
Leadership and Teams Pick One	LDR 3214: Leadership in the Fraternal Movement (permission)	3
	LDR 4040: Introduction to Field Leadership	3
	LDR 4360: Facilitation and Group Development	3
Leading Our World Pick One	LDR 3930: Contemporary Issues of Leadership	3
TOTAL 16 CREDIT HOURS (Minor)		#course in creation stage

Note: The Leadership Studies Minor will fit nicely with students pursuing the new Bachelors of General Studies degree in that the minor will meet the requirements for 15 credits in a specific field of study. **Students will *not* be advised to pursue the minor if this will cause them to exceed or delay their graduation.** The Leadership Studies Minor has been designed to contribute positively to undergraduate degree completion and to help prepare students for the workforce.

Key: Yellow highlighted courses are those a student may select to equate to 16 credits total.

Sample Flight Plans for Leadership Studies Minor

2.

Sample Flight Plan – BGS (Bachelor of General Studies) Student (Business)		
Knowledge Domain	Course Number and Title	Credits
Self-Awareness as a Leader Pick One (in addition to Required Core**)	LDR 2010: Introduction to Leadership**	1
	LDR 4104: Theories of Leadership#**	3
	LDR 3216: Leadership and Social Change#	3
	LDR 4915: Capstone Seminar on Leadership**	3
Leadership and Teams Pick one	LDR 3214: Leadership in the Fraternal Movement (permission)	3
	LDR 4040: Introduction to Field Leadership	3
	LDR 4360: Facilitation and Group Development	3
	College of Business*:	
	MAN 3025: Introduction to Management and Organizational Behavior	3
	MAN 4046: Leadership Supervisory Skills, and Team Development	3
	ENT 4024: Entrepreneurship	3
Leading Our World Pick One	MAN 3611 Cross-cultural Human Relations and Negotiations	3
	LDR 3930: Contemporary Issues of Leadership	
TOTAL 16 CREDIT HOURS (Minor)		#course in creation stage
<i>*letter of no objection provided</i>		

3.

Sample Flight Plan – BGS (Bachelor of General Studies) Student (Engineering)		
Knowledge Domain	Course Number and Title	Credits
Self-Awareness as a Leader Pick One (in addition to Required Core**)	LDR 2010: Introduction to Leadership**	1
	LDR 4104: Theories of Leadership#**	3
	LDR 3216: Leadership and Social Change#	3
	LDR 4915: Capstone Seminar on Leadership**	3
Leadership and Teams Pick One	LDR 3214: Leadership in the Fraternal Movement (permission)	3
	LDR 4040: Introduction to Field Leadership	3
	LDR 4360: Facilitation and Group Development	3
Leading Our World Pick One	College of Engineering and Computer Science*:	
	EGN 3937: Leadership Development Workshop 1	
	EGN 4070: Sustainability Leadership for Engineers	3
	EGN 4937: Leadership Development Workshop 2	3
	EGN 4942: Innovation Leadership Internship	3
	EGN 4937: Leadership Development Workshop 2	3
TOTAL 16 CREDIT HOURS (Minor)		#course in creation stage
<i>*letter of no objection provided</i>		

April 1, 2015