

CATALOG CHANGE PROPOSAL
Leadership Institute – Leadership Studies Certificate for Associate Degree Students

Submitted to: Interdisciplinary Studies Committee

From: Michael Gleason, Director of the Leadership Institute

1. Proposed Change

Provide opportunity for students pursuing an associate degree to attain the Leadership Studies Certificate.

2. Catalog Language

Current Language:

The Leadership Studies Minor and Certificate are interdisciplinary programs open to students in all majors and degree programs. The Leadership Studies Minor or Certificate combine academic, co-curricular and community leadership experiences and is designed to be completed concurrently while earning a baccalaureate degree. These programs provide graduates with the knowledge and skills necessary to be effective leaders in government, business, not-for-profit, educational, and civic settings.

Proposed Language:

The Leadership Studies Minor and Certificate are interdisciplinary programs open to students in all majors and degree programs. The Leadership Studies Minor **and** Certificate combine academic, co-curricular and community leadership experiences. **The Leadership Studies Minor** is designed to be completed concurrently while earning a baccalaureate degree. **Students completing an associate degree or baccalaureate degree are able to earn a Leadership Studies Certificate.** These programs provide graduates with the knowledge and skills necessary to be effective leaders in government, business, not-for-profit, educational, and civic settings.

Within the catalog, we would also need add a new course – LE350: Leadership Practicum Experience.

3. Rationale for Change

Student Demand:

To date, we have had a number of students request the opportunity to earn the Leadership Studies Certificate as associate degree seeking students.

No Immediate Resource Implications:

In 2008 the Leadership Studies Minor at Washburn University was approved for students completing a baccalaureate degree. Prior to the approval of the Leadership Studies Minor, students were only able to earn the Leadership Studies Certificate. Traditionally, these programs have required the same for core classes:

- LE100: Exploring the Concept of Leadership
- LE200: Ethical Responsibilities of Leadership
- LE300: Leadership Skills Development
- LE400: Leadership Internship

We would request the approval of LE350: Leadership Practicum Experience, which students pursuing the Leadership Studies Certificate would complete in lieu of LE400: Leadership Internship. The LE350 course would seem to be more developmentally appropriate for an

associate degree seeking student. Oversight of the L350 course would add no additional cost as it would be taught by staff of the Leadership Institute.

Additional Credit Hour Generation:

Now that the majority of baccalaureate degree seeking students are pursuing the Leadership Studies Minor, we have the opportunity to consider ways in which we might utilize the Leadership Studies Certificate to its fullest and to reach out to additional student populations. As LE100 and LE200 earn general education in the Social Science and Arts & Humanities areas when taken as HN201 and HN202, students who want to earn the Leadership Studies Certificate must only take two additional courses to complete the curriculum. As all associate degrees require students earn general education in these areas, we have an opportunity to recruit these students and encourage them to complete the Leadership Studies Certificate.

Importance of Leadership to Employers:

Job Outlook 2015 compiled by the National Association of Colleges and Employers found that the number 1 attribute that employer's seek on a candidates resume are leadership skills. The report found "...evidence that having leadership skills can make or break a hiring decision: When employers are forced to choose between two equally qualified candidates, they will choose the candidate with leadership skills" (p. 33). What is of concern is that later in this same report it is noted that employers felt "grads have lost ground in leadership and teamwork skills" (p. 36). For these reasons, it is important we consider creative ways in which we might incorporate opportunities for the study of leadership within all curricula.

4. Program Discussions:

Prior to submission of this proposal, the Leadership Institute Director had conversations with the following associate degree program directors to better understand the unique challenges and opportunities associated with a student completing a Leadership Studies Certificate while earning the associates degree in the given area. These meetings included:

Associate of Science:

- Health Information Technology – Michelle Shipley
- Occupational Therapy Assistant – Janice Bacon
- Physical Therapy Assistant – Zach Frank
- Radiological Technology – Jera Roberts
- Respiratory Therapy – Rusty Taylor

Associate of Arts:

- Early Childhood – Judy McConnell-Farmer
- Computer Information Science – Bruce Mechtly
- Humanities & Creative Performing Arts – Laura Stephenson
- Human Services – Brian Ogawa
- Pre-Engineering – Keith Mazachek
- Pre-Pharmacy – Shaun Schmidt
- Criminal Justice – Phyllis Berry

While some programs would seem to have more opportunities for integration with current curriculum, in some programs students might still need to take LE300 and LE350 courses above and beyond their general coursework. However, as indicated by current demand, students may still

be interested in this option. Opportunities for collaboration can be explored in greater detail if proposal is passed.

Reference:

National Association of Colleges and Employers. (2014). *Job Outlook 2015*. Bethlehem, PA: National Association of Colleges and Universities.