**New Undergraduate Program (Majors, Minors, Sequences, Certificates) Proposal  
Illinois State University - University Curriculum Committee**

**Program Department**   Management

**Submission Date**  Wednesday, December 11, 2024

**Initiator**   Nathan Hartman

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**Version**   5   **ID**   517

**Title of New Program**   Leadership Certificate

**Proposed Starting Catalog Year**   2025-2026

**1.**

**Proposed Action**

New Major

New Minor

New Sequence

✓

New Certificate

More than 50% of courses in this program are Distance Education

**2.**

**Provide *Undergraduate Catalog* copy for new program.**

Certificate Requirements:

Minimum required credit hours:15 credits

* MGT 220
* MGT 221
* MGT 382

Take 1 (3 credit hours) from the following

* MGT 120
* MKT 236
* PHI 234
* SOC 223

Take 1 (3 credit hours) from the following

* BIS 271
* IB 225, IDS 133, or MGT 349
* IDS 310
* MGT 330

**3.**

**Provide a description for the proposed program.**

The Leadership Certificate Program allows undergraduate students to explore leadership in a way that complements their major but with fewer curricular requirements than the major and minor. Beyond gaining leadership skills that can boost the student’s abilities to manage and lead others. Students completing the certificate also benefit from skill development and participation in an interdisciplinary program. This leadership certificate complements a student’s primary field of study by providing additional perspectives and skills that enhance their overall educational experience. This program is designed to include practical skill development and experiences that allow students to be more competitive and more attractive to employers on the job market. The certificate program is available to all ISU students pursuing a bachelor's degree. Those not completing a degree at ISU can apply for this certificate.

Completion of the certificate program is noted on a student’s academic transcript.

Overall, a leadership certificate equips students with a versatile set of skills that are valuable in any career, providing a foundation for personal and professional success.

**4.**

**Provide a rationale of proposed program.**

THEMES

Students must also take one course in the Ethics and Social Issues and Applied Leadership thematic areas.

Courses taken in the thematic areas of the certificate cannot also be used in the foundation.

CERTIFICATE COMPLETION REQUIREMENT

This undergraduate certificate should be completed concurrently with the student’s undergraduate degree.

Learning Outcomes:

1. Explain the organizational and historical processes that impact leadership in today’s organizations. Interpret the meanings, values, and best practices that are created, shaped, and revealed by effective leaders in their organizational environments.
2. Explain the processes and fundamental principles of contemporary leadership relating to the challenges of influencing and decision-making with individuals and teams.
3. Analyze and respond to issues relevant to leading by applying interdisciplinary approaches that integrate multiple perspectives.
4. Recognize through critical thinking a diversity of viewpoints, ethical commitments, and approaches the importance of leading with emotional intelligence, integrity, and authenticity.
5. Demonstrate excellent reading, writing, communication, and decision-making skills, both individually and in diverse teams.
6. Develop greater self-awareness and emotional intelligence, understanding of personal strengths, weaknesses, and the impact of behavior on others.
7. Learn various leadership theories and styles, and when to apply them appropriately in different contexts.
8. Understand the importance of ethical leadership and social responsibility, making decisions that reflect integrity and accountability.
9. Learn to think strategically, developing a vision for the future and creating plans to achieve long-term goals.

These learning objectives ensure that students in the leadership program gain a comprehensive set of skills and knowledge that prepare them for effective leadership roles in various contexts.

**5.**

**Describe the expected effects of the proposed program on existing campus programs (if applicable).**

Students enter our program because they want to not only learn about leadership or leaders. They gain knowledge and gain experience, making them leaders and effective leaders. They happen to pick up a certificate along the way.

Here are a few things participants will say at the end of the program:

* "I know leadership is about influencing people."
* "I have grown as a person and have grown to see myself as a leader in my community and career."
* "Know being a leader means getting others to agree on what needs to be done and collectively working together to accomplish our shared objective."
* "I know being a leader means building high-quality relationships with a wide range of people."
* "I can lead by staying true to my values."

In the end, what ISU gets out of the program is offering leadership development to students who want to benefit organizations and society by gaining the awareness and confidence to pursue and succeed in a role as a leader.

**6.**

**Provide a sample four-year plan of study that fulfills the following requirements:** 120 hours, 42 senior college hours (200 and 300 level courses) for 2023-2024 and earlier catalog years; 40 senior college hours for 2024-2025 and later catalog years, and 39 General Education Program hours or 36 hours with exemption. If the program is a BS program, show the BS-SMT degree requirement. If the program is from CAS, show Foreign Language Requirement (LAN 111/LAN 112). IDEAS and AMALI graduation requirements. Confirm General Education requirement exemptions on the General Education page of the current Academic Catalog.*4-year plans are not required for minor or certificate program proposals.*

Not applicable for certificates.

**7.**

**Describe the expected curricular changes required, including new courses. If proposals for new courses have also been submitted, please reference those related proposals here:**

No curriculum changes are needed, and no new courses are required. This program can be offered by leveraging existing courses.

**8.**

**Anticipated funding needs and source of funds.**

No additional funding is required. Applications to this certificate program can be completed using existing systems. Advising and instruction for this certificate can be completed using existing systems. Minimal costs may be associated with updating the department websites, meeting with the College of Business Advisors to train them about the new program, printing student certificates at graduation, etc.

**9.**

**No**

**Does this program count for teacher education?**

**10.**

**No**

**Is this an Interdisciplinary Studies program?**

**11.**

**The following questions must be answered.**

**N.A.**

Have letter(s) of concurrence from affected departments/schools been obtained?  
*A departments/school is affected if it has a program with significant overlap or if it teaches a required or elective course in the program.*

**12.**

**Routing and action summary for New Program:**

[**Proposal Routing**](https://registrarforms.illinoisstate.edu/CurriculumForms/Support/Routing.aspx)

**1. Management Department Curriculum Committee Chair**

*Nathan Hartman (website)*

Nathan Hartman

11/18/2024 10:51:57 AM

Signature

Print

Date

**2. Management Department Chair/School Director**

*Somnath Lahiri (website)*

Somnath Lahiri

11/18/2024 1:20:00 PM

Signature

Print

Date

**3. College of Business College Curriculum Committee Chair**

*Mona Bahl (website)*

Mona Bahl

12/4/2024 1:26:11 PM

Signature

Print

Date

**4. College of Business College Dean**

*Terry Noel (website)*

Terry Noel

12/4/2024 2:27:01 PM

Signature

Print

Date

All new programs (majors, minors, sequences, certificates) are routed by the U.C.C. to the Academic Senate

**Comments**

**Comments from Version 1 from Theresa Sanchez ( Department Curriculum Committee Chair):**  
returned per author request  
**Comments from Version 2 from Theresa Sanchez ( Department Curriculum Committee Chair):**  
per author  
**Comments from Version 3 from Nathan Hartman ( Department Curriculum Committee Chair):**  
Revisions from the College of Business Curriculum committee.  
  
The COB Curriculum Committee has requested the following 2 edits and clarification before voting on the proposal.  
  
Edits:  
  
1) Delete "at ISU" from the sentence "The Leadership Certificate Program allows undergraduate students at ISU to explore leadership in a way that complements their major but with fewer curricular requirements than the major and minor" to make it consistent with the last sentence "Those not completing a degree at ISU can apply for this certificate".  
  
2) Delete "Students cannot delay degree completion to complete the certificate." in the Rationale of proposed program. The logic being that students are able to stagger their courses per their need.  
**Comments from Version 4 from Nathan Hartman (Management Department Curriculum Committee Chair):**  
Revisions from COB Curriculum Committee completed.  
**Comments from Version 4 from Theresa Sanchez (Curriculum Committee Secretary):**  
1--Catalog copy does not include course titles. Please remove titles, leaving only the list of subject/course number for consistency with all other UGRD copy.  
  
2--note--certificates do not need sample plans. They will be listed on the main department page in the catalog like minors are.  
**Comments from Version 5 from Nathan Hartman (Management Department Curriculum Committee Chair):**  
Revisions from COB Curriculum Committee completed.