Leadership Studies, Certificate

The undergraduate Certificate in Leadership Studies requires 20 s.h. of credit. Students must maintain a g.p.a. of at least 2.00 in work for the certificate. The certificate may be earned by any student admitted to the University of Iowa who is not concurrently enrolled in a UI graduate or professional degree program.

Students must declare their intent to earn the certificate to a leadership studies advisor in the Pomerantz Career Center; see Leadership Studies Certificate on the center’s website for information on how to enter the certificate program.

The certificate program provides a structure for involvement and commitment to leadership. It introduces students to leadership concepts and offers them hands-on leadership experiences they will need in order to begin the life-long development of these skills. Certificate students complete two interdisciplinary core courses (6 s.h.), area electives (12 s.h.), and an experiential learning course (2 s.h.). A course may not be used to satisfy more than one certificate requirement. Students also have the opportunity to complete the certificate online.

The Certificate in Leadership Studies requires the following course work.

Interdisciplinary Core Courses

All certificate students are required to complete two interdisciplinary core courses. In order to enroll in either course, they must have earned a minimum of 30 s.h. of credit and must be in good academic standing as defined by the College of Liberal Arts and Sciences (cumulative g.p.a. of at least 2.00).

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>LS:3004</td>
<td>Perspectives on Leadership: Principles and Practices</td>
<td>3</td>
</tr>
<tr>
<td>LS:3012</td>
<td>Leadership Theory to Practice</td>
<td>3</td>
</tr>
</tbody>
</table>

Perspectives on Leadership: Principles and Practices (LS:3004) provides students with a broad foundation of leadership knowledge. It introduces diverse approaches to studying and practicing leadership and gives students a structure for organizing knowledge and skills from other leadership courses and experiences. The course features presentations by guest instructors from across the University, offering students an interdisciplinary perspective on leadership.

With the world changing at an accelerating rate, Leadership Theory to Practice (LS:3012) examines leadership effectiveness and the demand of a high-level ability to work with others and respond to change. Foundational concepts of major theories and behaviors of leadership models are covered; and practical challenges of leadership are analyzed through the use of experiential projects, discussion, presentations, and exercises. The development of self-awareness through use of behavioral instruments, group exercises, and individual reflection are explored; and major approaches to leadership, authentic leadership, team leadership, gender issues in leadership, emotional intelligence, and virtual leadership are reviewed.

Certificate students must complete LS:3004 and LS:3012 before they may enroll in the required experiential learning course.

Area Electives

Area electives are drawn from four developmental areas central to effective leadership: self and group leadership, communication, cultural competence, and ethics and integrity. Students must complete 3 s.h. from each of these areas (total of 12 s.h.).

Self and Group Leadership

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>LS:1020</td>
<td>Introduction to Leadership</td>
<td>3</td>
</tr>
<tr>
<td>LS:1022</td>
<td>President's Leadership Class (PLC)</td>
<td>3</td>
</tr>
<tr>
<td>LS:3002</td>
<td>Career Leadership Academy Part 2: Leadership in Action</td>
<td>3</td>
</tr>
<tr>
<td>LS:3010</td>
<td>Global Leadership Initiative</td>
<td>1</td>
</tr>
<tr>
<td>AERO:3100</td>
<td>Air Force Leadership Studies I</td>
<td>3</td>
</tr>
<tr>
<td>AERO:3200</td>
<td>Air Force Leadership Studies II</td>
<td>3</td>
</tr>
<tr>
<td>CLSA:2913</td>
<td>Leadership in Greco-Roman Antiquity</td>
<td>3</td>
</tr>
<tr>
<td>COMM:1819</td>
<td>Organizational Leadership</td>
<td>2-3</td>
</tr>
<tr>
<td>COMM:2011</td>
<td>Group Communication</td>
<td>3</td>
</tr>
<tr>
<td>LLS:1150</td>
<td>Leadership in the Outdoors</td>
<td>3</td>
</tr>
<tr>
<td>MGMT:2100</td>
<td>Introduction to Management</td>
<td>3</td>
</tr>
<tr>
<td>MGMT:3200</td>
<td>Individuals, Teams, and Organizations</td>
<td>3</td>
</tr>
<tr>
<td>MGMT:4300</td>
<td>Leadership and Personal Development</td>
<td>3</td>
</tr>
<tr>
<td>MILS:1010</td>
<td>Leadership and Personal Development MSL101</td>
<td>1</td>
</tr>
<tr>
<td>MILS:1020</td>
<td>Introduction to Tactical Leadership MSL102</td>
<td>1</td>
</tr>
<tr>
<td>MILS:2010</td>
<td>Innovative Team Leadership MSL201</td>
<td>2</td>
</tr>
<tr>
<td>MILS:2020</td>
<td>Foundations of Tactical Leadership MSL202</td>
<td>2</td>
</tr>
<tr>
<td>PSY:2501</td>
<td>Introduction to Social Psychology</td>
<td>3</td>
</tr>
<tr>
<td>SOC:1220</td>
<td>Principles of Social Psychology</td>
<td>3-4</td>
</tr>
<tr>
<td>SOC:3610</td>
<td>Organizations and Modern Society</td>
<td>3</td>
</tr>
<tr>
<td>SOC:4225</td>
<td>The Social Psychology of Leadership</td>
<td>3</td>
</tr>
<tr>
<td>SSW:3600/LLS:3002/ NURS:3600/ RELS:3701</td>
<td>Nonprofit Organizational Effectiveness II</td>
<td>3</td>
</tr>
</tbody>
</table>
### Communication

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUS:3000</td>
<td>Business Communication and Protocol</td>
<td>3</td>
</tr>
<tr>
<td>BUS:3800</td>
<td>Business Writing</td>
<td>3</td>
</tr>
<tr>
<td>CNW:3640</td>
<td>Writing for Business and Industry</td>
<td>3</td>
</tr>
<tr>
<td>COMM:1112</td>
<td>Interpersonal Communication</td>
<td>3</td>
</tr>
<tr>
<td>COMM:1117</td>
<td>Theory and Practice of Argument</td>
<td>4</td>
</tr>
<tr>
<td>COMM:1130</td>
<td>The Art of Persuading Others</td>
<td>3</td>
</tr>
<tr>
<td>COMM:1170</td>
<td>Communication Theory in Everyday Life</td>
<td>3</td>
</tr>
<tr>
<td>COMM:1301</td>
<td>Core Concepts in Communication Studies</td>
<td>3</td>
</tr>
<tr>
<td>COMM:1818</td>
<td>Communication Skills for Leadership</td>
<td>3</td>
</tr>
<tr>
<td>COMM:1819</td>
<td>Organizational Leadership</td>
<td>2-3</td>
</tr>
<tr>
<td>COMM:2091</td>
<td>Organizational Communication</td>
<td>3</td>
</tr>
<tr>
<td>MGMT:4100</td>
<td>Dynamics of Negotiations</td>
<td>3</td>
</tr>
</tbody>
</table>

### Cultural Competence

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>At least 3 s.h. from these:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AFAM:3459/ENGL:3459</td>
<td>African American Literature Before 1900</td>
<td>3</td>
</tr>
<tr>
<td>CCCC:2220</td>
<td>Foundations of Critical Cultural Competence</td>
<td>3</td>
</tr>
<tr>
<td>EPLS:4150-EPLS:4151</td>
<td>Leadership and Public Service I-II (both courses are required)</td>
<td>5</td>
</tr>
<tr>
<td>GWSS:1002</td>
<td>Diversity and Power in the U.S.</td>
<td>3</td>
</tr>
<tr>
<td>GWSS:3154</td>
<td>Sexuality in the United States</td>
<td>3</td>
</tr>
<tr>
<td>HIST:1040</td>
<td>Diversity in History</td>
<td>3</td>
</tr>
<tr>
<td>JMC:1200</td>
<td>Media History and Culture</td>
<td>3</td>
</tr>
<tr>
<td>MUS:1310</td>
<td>World Music</td>
<td>3</td>
</tr>
<tr>
<td>One elective approved for the Certificate in Critical Cultural Competence</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>The 3 s.h. may include ABRD:3352 and one of the following courses.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>This course:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ABRD:3352</td>
<td>International Perspectives: Xicotepec</td>
<td>arr.</td>
</tr>
<tr>
<td>And one of these:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LS:3009</td>
<td>Global Leadership Initiative in Xicotepec</td>
<td>0-2</td>
</tr>
</tbody>
</table>

1 Students who use an elective approved for the Certificate in Critical Cultural Competence to satisfy this requirement must choose it from elective courses listed on the Certificate in Critical Cultural Competence website.

### Ethics and Integrity

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>At least 3 s.h. from these:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>HMP:6315</td>
<td>Healthcare Ethics</td>
<td>1-2</td>
</tr>
<tr>
<td>HRTS:2115/LS:2115</td>
<td>Introduction to Human Rights</td>
<td>3</td>
</tr>
<tr>
<td>JMC:2600</td>
<td>Freedom of Expression</td>
<td>3</td>
</tr>
<tr>
<td>JMC:3180</td>
<td>Media Ethics and Diversity</td>
<td>3</td>
</tr>
<tr>
<td>MGMT:2000</td>
<td>Introduction to Law</td>
<td>3</td>
</tr>
<tr>
<td>MGMT:3400</td>
<td>Employment Law</td>
<td>3</td>
</tr>
<tr>
<td>PHIL:1034</td>
<td>Liberty and the Pursuit of Happiness</td>
<td>3</td>
</tr>
<tr>
<td>PHIL:1401</td>
<td>Matters of Life and Death</td>
<td>3</td>
</tr>
<tr>
<td>PHIL:1636</td>
<td>Principles of Reasoning; Argument and Debate</td>
<td>3</td>
</tr>
<tr>
<td>PHIL:1861</td>
<td>Introduction to Philosophy</td>
<td>3</td>
</tr>
<tr>
<td>PHIL:2402</td>
<td>Introduction to Ethics</td>
<td>3</td>
</tr>
<tr>
<td>PHIL:2432</td>
<td>Introduction to Political Philosophy</td>
<td>3</td>
</tr>
<tr>
<td>PHIL:2435</td>
<td>Philosophy of Law</td>
<td>3</td>
</tr>
<tr>
<td>PTRS:5100</td>
<td>Professional Issues and Ethics</td>
<td>1</td>
</tr>
<tr>
<td>RCE:4195</td>
<td>Ethics in Human Relations and Counseling</td>
<td>3</td>
</tr>
</tbody>
</table>

### Experiential Learning

Certificate students must earn 2 s.h. in a course focused on experiential or hands-on learning. An experiential learning course may take different forms, such as a service learning experience, an internship, or an on-campus leadership practicum.

Before they enroll in the hands-on course, students must have completed at least 12 s.h. of work toward the certificate, including the core courses LS:3004 Perspectives on Leadership: Principles and Practices and LS:3012 Leadership Theory to Practice, so that they have a solid foundation of knowledge to apply to the experience.

### Service Learning Courses

Service learning courses incorporate community engagement with academic course work. They allow students to gain hands-on experience along with a deeper understanding of course content while responding to real community needs.

Students may satisfy the certificate’s experiential learning requirement by earning a minimum of 2 s.h. in service learning courses from the following.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>Select one of the following three options:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Option A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LS:1024</td>
<td>Alternative Break Service Learning</td>
<td>3</td>
</tr>
<tr>
<td>Option B</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LS:3002</td>
<td>Career Leadership Academy</td>
<td>3</td>
</tr>
<tr>
<td>Part 2: Leadership in Action</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Option C</td>
<td></td>
<td></td>
</tr>
<tr>
<td>This course:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ABRD:3352</td>
<td>International Perspectives: Xicotepec</td>
<td>arr.</td>
</tr>
<tr>
<td>And one of these:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LS:3009</td>
<td>Global Leadership Initiative in Xicotepec</td>
<td>0-2</td>
</tr>
<tr>
<td>1 Students who use an elective approved for the Certificate in Critical Cultural Competence to satisfy this requirement must choose it from elective courses listed on the Certificate in Critical Cultural Competence website.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Internship or On-Campus Leadership Practicum

Students register for the following course earning a minimum of 2 s.h. in order to receive certificate credit for the internship or on-campus leadership practicum. They must complete all course assignments in order to fulfill the experiential learning requirement.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>LS:3011</td>
<td>Leadership Certificate Capstone</td>
<td>2</td>
</tr>
</tbody>
</table>

Internships consist of preapproved, supervised on-the-job learning; they may be paid or unpaid.

To meet the certificate's experiential learning requirement, an internship must consist of professional experience that relates to a student's major field of study or career interest area and allows the student to build on the academic course work already completed in the certificate program. At least 80 percent of a student's internship duties must be professional-level work, and a student must receive continuous supervision by a professional (not a student) in the internship field. The internship must last a minimum of 15 weeks in fall or spring semester or six weeks in the summer and requires 150 hours of work.

Internships that fulfill the certificate's experiential learning requirement must be approved in advance by one of the certificate program's advisors, and the internship site supervisor must agree to the terms of the internship and must complete the required form before the internship may be approved. Students may work with staff at the Pomerantz Career Center to find an approved internship opportunity, or they may secure their own internship.

For more information about internships, see Internships on the Pomerantz Career Center website.

Students who wish to fulfill the experiential learning requirement with an on-campus leadership practicum must engage in a formal, approved experience that is meaningful, educational, and cocurricular. It requires a student to take initiative and pursue active leadership roles and responsibilities. Examples include positions as student organization leaders, student government leaders, University Housing resident assistants, student orientation advisors, peer educators, and fraternity and sorority leaders. Practicums may be paid or unpaid.

To meet the certificate's experiential learning requirement, a practicum must last a minimum of 15 weeks in fall or spring semester or six weeks in the summer and requires 150 hours of work.

Practicums that fulfill the certificate's experiential learning requirement must be approved in advance by one of the certificate program's advisors. Students must submit a list of goals and assignments and/or duties they will complete during the practicum in order to demonstrate that the practicum will provide substantive work assignments and opportunities to build on the academic course work they have completed in the certificate program.

Each student also must identify a practicum mentor and demonstrate that the mentor is willing to guide and evaluate the student's work and development of leadership skills, and intends to participate in reviewing the student's goal-setting assignment and the final review of the student's performance.