Background

The Organizational Leadership Minor complements any major; providing students with the opportunity to enhance skills most sought after by employers.

A recent survey of 318 organizations showed that nearly all of the employers surveyed (93%) believed that *certain core competencies were more critical to career success than a student’s major area of study.* Critical core competencies included; effective communicating, critical thinking, ethical judgment, integrity, and intercultural skills.

Forbes magazine identified the most in-demand skill-sets for the top jobs of 2013 including

1. *Critical Thinking* - using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems;
2. *Complex Problem Solving* - identifying complex problems, reviewing related information to develop and evaluate options, and implementing solutions;
3. *Judgment and Decision-Making* - considering the relative costs and benefits of potential actions to choose the most appropriate one(s);
4. *Active Listening* - giving full attention to what others are saying, understanding the points being made, asking questions as appropriate and not interrupting.

Employers also wanted universities to *place greater emphasis* on developing key learning outcomes including: **critical thinking,** **complex problem-solving**, **written and oral communication,** **applied knowledge,** and **innovation and creativity**

The trans-disciplinary Organizational Leadership Minor emphasizes student development in these key areas; preparing students to meet the demands of a dynamic working environment.

Frequently Asked Questions

1. My major is business (or psychology; or communication studies); can I still minor in organizational leadership?

*Yes, any major can be combined with a minor in organizational leadership. However if a class is used for the minor (e.g., PSY 360) it can’t also be used for the major. In other words, students cannot “double-dip” or use the same course for your major and minor.*

2. I am majoring in something other than business or communication studies or psychology); would a minor in organizational leadership help me?

*Yes, this minor is would be beneficial for anyone who might work within an organization at some point in their lives. Critical thinking, complex problem solving, communication, creativity, and leadership are skills any employer wants and can be an advantage for any major.*

3. Do any of these classes have prerequisites?

*Yes, a few of the courses do have prerequisites. However, at least one course in each of the categories does not have a prerequisite attached. There are prerequisites for all of the psychology courses which can be satisfied by (1) taking PSY 201 and PSY 202, one of which can count for the “additional social science course” needed for Liberal Arts Core Curriculum (LACC) OR (2) gaining the consent of the instructor by identifying yourself as an organizational leadership minor.*

4. Is a practicum required for this minor?

*No, a practicum is not required but it is encouraged as it is a great way to get real-world job experience and make connections in any field*.

Organizational Leadership Minor

**Mission**

Provide students with a trans-disciplinary foundation of knowledge and skills drawn from the fields of business, communication, philosophy, political science, psychology, sociology, and writing. Students will develop and enhance critical skill sets in areas deemed essential in hiring and advancement within organizations including: critical thinking and analytical reasoning; complex problem solving; communication; teamwork; leadership; ethics; and innovation and creativity.

**Learning Outcomes**

1. Use critical thinking and analytical reasoning skills to effectively analyze and solve complex problems with creative solutions.
2. Apply teamwork, leadership, and communication skills to work effectively with people from diverse backgrounds.
3. Explain professional codes of behavior and critically examine ethical questions and issues.

The organizational leadership minor should be planned with an advisor. The organizational leadership minor is 27 credit hours. Students must complete courses in at least three of the following disciplines: business; communication; philosophy; political science; psychological science; sociology; or writing. Additionally, a minimum of 15 hours must be upper division credit.

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| **Organizational Foundations (minimum 3 credit hours)** |
| BA 361 | Organizational Behavior | 3 |
| BA 495 | Organizational Design | 3 |
| COM 420 | Communication in Organizations | 3 |
| PSY 445 | Introduction to I/O Psychology | 4 |
| PSY 447 | Introduction to Organizational Development | 4 |
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| **Ethics (minimum 3 credit hours)** |
| BA 362 | Business Ethics  | 3 |
| COM 370 | Communication Ethics  | 3 |
| PHL 251 | Ethics  | 3 |
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| **Critical Thinking (minimum 6 credit hours)** |
| COM 321 | Influence Through Argument  | 3 |
| ENT 381 | Creativity & Entrepreneurs  | 1 |
| ENT 382 | Innovation & Strategy  | 1 |
| PHL 103 | Introduction to Logic  | 3 |
| PSY 360 | Cognitive Psychology  | 4 |
| PSY 449 | Psychology of Creativity  | 4 |
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| **Teamwork & Leadership (minimum 3 credit hours)** |
| BA 392 | Management of Diversity  | 3 |
| BA 474 | Business Leadership  | 3 |
| BA 492 | Total Quality Management  | 3 |
| COM 323 | Group Discussion & Leadership  | 3 |
| COM 340 | Conflict Management  | 3 |
| PSY 443 | Psychology of Teamwork  | 4 |
| PSY 446 | Psychology of Leadership  | 4 |
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| **Communication Skills (minimum 6 credit hours)** |
| *Written Communication (minimum 3 credit hours)* |
| BA 305 | Business Analysis & Report Writing  | 3 |
| BA 455 | Advertising Writing  | 3 |
| COM 312 | Public Relations  | 3 |
| COM 450 | Crisis Communication Management  | 3 |
| WR 300 | Technical and Workplace Writing  | 4 |
| *Oral Communication (minimum 3 credit hours)* |
| COM 324 | Business & Professional Communication  | 3 |
| COM 422 | Persuasion  | 3 |
| PSY 423 | Interview and Appraisal  | 4 |
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| **Global/Cultural Knowledge (minimum 3 credit hours)** |
| BA 284 | Introduction to International Business  | 3 |
| BA 370 | Business & Society  | 3 |
| COM 325 | Intercultural Communication  | 3 |
| PHL 350 | Social and Political Philosophy  | 3 |
| PS 203 | International Relations  | 3 |
| PS 493 | International Organizations  | 3 |
| PSY 487 | Cross-Cultural Psychology | 4 |
| SOC 225 | Social Problems  | 3 |
| SOC 420 | Political Sociology: Theories of State | 3 |
| SOC 437 | Race/Ethnic Relations  | 3 |

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 **Organizational Leadership Minor**

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 **Todd Hall**

