

# Institute for Leadership Studies

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## Institute for Leadership Studies

The Institute for Leadership Studies (ILS) supports the university's mission of preparing students for a diverse and challenging world through innovative, interdisciplinary curricula at the undergraduate and graduate levels. Our programs, which are rooted in a balance of theoretical and experiential learning opportunities, inspire students to make a difference from where they are with what they have because we envision a world mobilized by Jayhawks with the courage and leadership skills to ignite positive change. The ILS engages students across campus and from all disciplines in learning to do the work of leadership through a variety of programs designed to complement any degree or career path, in residence and online.

The Leadership Studies Minor (LSM) serves as the centerpiece of our undergraduate curriculum, offering students opportunities to work in a small-group environment, developing universal, professional skills that are highly valued in today's workforce. Through innovative coursework, students practice diagnosis, problem-solving, and ethical decision-making while developing a self-awareness which enhances tolerance for ambiguity, empathy, perspective-taking, and active reflection while increasing understanding of diverse perspectives. The combination of theoretical and experiential coursework allows students to frame existing leadership experiences, explore new leadership opportunities, and engage their disciplinary content with greater confidence and efficacy.

In addition to the LSM, undergraduate students may elect to complete the Online Leadership Strategies and Applications certificate or participate in Leadership Studies-centered study abroad experiences.

Graduate students can apply to the online Graduate Certificate in Leadership Studies, the hybrid Graduate Certificate in Studies in Equity and Social Diversity in the US, and the Masters in Leadership Studies. These innovative, interdisciplinary programs offer graduate students, community organizers, and working professionals the tools and skills to better understand complex challenges and navigate leadership opportunities within diverse contexts.

## Courses

### **LDST 200. Introduction to Leadership Studies and Applications. 3 Credits. AE51 SBS**

This course combines an introduction to a theoretical, research-based approach to the study of leadership with hands-on application, analysis and experimentation with the process of leadership. Students will explore core leadership competencies and apply leadership tools and processes across a variety of groups and systems, addressing issues of concern within those communities. This course is not available to students with credit in LDST 201/LDST 202.

### **LDST 203. Introduction to Leadership, Honors. 3 Credits. AE51 SBS**

This course combines an introduction to a theoretical, research-based approach to the study of leadership with hands-on application, analysis, and engagement with the process of leadership. Within a small group setting, students explore core leadership competencies and experiment with the process of leadership by engaging classmates and members of the university and local communities and addressing issues of concern

within those communities. This course is not available to students with credit in LDST 200 or LDST 201/LDST 202. Prerequisite: Admission to the University Honors Program, Instructor Permission.

### **LDST 260. Study Abroad Topics in Leadership Studies. 1-6 Credits.**

This course is designed to enhance international experience in topic areas related to Leadership Studies at the freshman/sophomore level. Coursework must be arranged through the Office of KU Study Abroad. May be repeated for credit if content varies.

### **LDST 290. Foundations of Leadership in Society. 3 Credits.**

This course will expose students to a variety of concepts, theories, and skills relevant to contemporary leadership thought. Students will be challenged to consider their personal conceptions and philosophy of leadership. Students will examine leadership within particular contexts such as creating change, ethical leadership, leadership and management, and historical leadership thought and leaders.

### **LDST 320. How to Plan (Almost) Anything: Event Development and Management. 3 Credits.**

This course is designed to provide an introduction to the principles of special event planning and management. Students will gain foundational concepts and professional skills through researching, planning, coordinating, marketing, management and evaluation of special events. This course will develop student skills necessary to lead and manage in an ethically, environmentally, economically, and socially sustainable way. By utilizing the adaptive leadership model, students will analyze core objectives of event planning, while experimenting with smart risks and disciplined assessment. Essential topics will include event planning and coordination, sponsorship, negotiations, marketing, communications, customer service, vendor management, volunteer management, crisis risk management, and event evaluation.

### **LDST 332. Leadership Studies Practicum. 3 Credits.**

Students simultaneously complete a 1-hour seminar in equity-centered leadership and a 2-hour supervised, direct, community involvement project in which they apply leadership knowledge, tools, and skills to a real world environment. Written assignments, journal reflections, and group discussions are used to record and assess learning. Prerequisite: LDST 200 or LDST 203.

### **LDST 360. People, Piety, and Purpose - Leadership and Religion. 3 Credits.**

This course examines leadership in US American religious contexts and the influence of religion on leadership as a practice. Working within and across different religious traditions in the US, the course will ask questions about what it means to exercise leadership in religious contexts, the burdens and limits of roles of authority within religious contexts, and the ways in which religious conceptions of leadership in the US influence perceptions of leadership in non-religious contexts.

### **LDST 420. Communication, Leadership, and Conflict Management. 3 Credits.**

This course introduces students to theories of conflict management from a variety of academic perspectives and the role leadership plays in managing conflict across multiple contexts. Students will learn how to successfully assess and command situations and effectively resolve interpersonal, organizational, and systemic conflict while doing the work of leadership. (Same as COMS 415.)

### **LDST 431. Communication and Leadership. 3 Credits. GE3S**

This course provides an overview of the role of communication in leadership in a variety of contexts, including: interpersonal, small group, intercultural, organizational, and public sphere. It will include theoretical

and experiential approaches to effective leadership communication.  
Prerequisite: LDST 200 or LDST 203.

**LDST 460. Study Abroad Topics in Leadership Studies. 1-6 Credits.**

This course is designed to enhance international experience in topic areas related to Leadership studies at the junior/senior level. Coursework must be arranged through the Office of KU Study Abroad. May be repeated for credit if content varies.

**LDST 470. Independent Study in Leadership Studies. 1-6 Credits.**

This course engages students in an investigation of a special topic or project selected by the student with advice, approval, and supervision of a Leadership Studies instructor. Such study may take the form of special research, individual reports and/or conferences. Prerequisite: Permission of Instructor.

**LDST 490. Special Topics in Leadership Studies: \_\_\_\_\_. 3 Credits.**

This course is designed for the study of special topics in leadership studies. Course content addresses major topics and specialized issues in the field and topics change as needs and resources develop. May be repeated for credit if the content differs. Prerequisite: Permission of Instructor.

**LDST 500. Directed Readings in Leadership Studies. 1-6 Credits.**

This course is designed for directed readings in selected areas of Leadership Studies. Individual and supervised readings address major topics and specialized issues in the field. May be repeated for credit if the content differs. Prerequisite: Permission of Instructor.

**LDST 520. Leadership Ethics. 3 Credits. AE51**

Through collaboration, discussion, case study, and course readings, this course familiarizes students with various theoretical perspectives of ethical decision making and the ethics-guided behavior essential for competent leadership. Upon completion, students will understand a variety of ethical perspectives for the prescription of action in a leadership context, apply a variety of ethical perspectives to the choice and evaluation of action in leadership work, and recognize the significance of considering multiple ethical perspectives in both leadership and broader contexts. Prerequisite: LDST 200 or LDST 203.

**LDST 535. Seminar in Leadership Strategies and Applications. 3 Credits. CAP**

This seminar serves as the capstone course for the Leadership Studies minor. It includes advanced readings on leadership theory and practice, as well as major written and applied projects in which students integrate and demonstrate what they have learned in the program. Prerequisite: LDST 420 or 431 and admission to the Leadership Studies minor or instructor permission.

**LDST 690. Special Topics in Leadership Studies: \_\_\_\_\_. 3 Credits.**

This course is designed for the study of special topics in Leadership Studies. Course content addresses major topics and specialized issues in the field and topics change as needs and resources develop. May be repeated for credit if the content differs. Prerequisite: Permission of instructor.

**LDST 695. Advanced Special Topics in Leadership Studies: \_\_\_\_\_. 3 Credits.**

This course is designed to take advantage of special competence by an individual faculty member in Leadership Studies. Course content addresses timely topics and relevant issues in the field and topics change as needs and resources develop. May be repeated for credit if the content varies. Prerequisite: Permission of instructor.

**LDST 700. Introduction to Graduate Studies. 3 Credits.**

This course is designed to prepare students accepted into the Master of Arts in Leadership in Diversity and Inclusion program for further graduate studies through a series of workshops, experiential learning opportunities, lecture, discussion, research assignments, and peer collaboration. Upon completion, students will have a better understanding of the expectations of graduate education as well as campus resources, and networking opportunities designed to support degree work. Students will develop their academic skill set by focusing on scholarly writing, oral communication/presentation, research and information literacy, critical thinking, and argumentation. Prerequisite: Permission of Instructor.

**LDST 705. Professionalization Seminar in Leadership Studies. 3 Credits.**

This course is designed to cultivate professional habits, perspectives, and identities for graduate students primarily in the humanities and social science fields, but is open to students from all fields. The course focuses on preparation for career paths outside of higher education and based in work around Leadership in Diversity and Inclusion in the United States. Prerequisite: Graduate standing.

**LDST 710. History and Theory of Leadership Studies. 3 Credits.**

Theoretical foundations in leadership, organizational decision making, and communication will enhance students' development of expertise in assessing organizational and systems issues, and facilitating unit-, organization-, and system-wide improvements. Traditional approaches to leadership, organizing and communicating are contrasted with emerging approaches that promote sensitivity to diverse organizational cultures, systems, and populations. Through examination of theoretical perspectives, the student will develop an ability to integrate the contributions of different points of view and ways of thinking crucial to effectively assess, design and lead high performing organizations in a dynamic world. Contexts discussed will include for-profit, not-for-profit, healthcare, community, and military organizations. Prerequisite: Graduate standing.

**LDST 715. Leadership, Equity, and Inclusion. 3 Credits.**

This course introduces students to the Adaptive Leadership framework as a tool for evaluating, navigating, and addressing difficult challenges at both a personal and systemic level. Using a case-based approach, students will identify and diagnose challenges, design equitable interventions, and mobilize diverse stakeholders to implement change on issues of concern. Prerequisite: Admission to a graduate program or certificate or consent of instructor.

**LDST 720. Leadership Ethics. 3 Credits.**

This course establishes a theoretical groundwork with readings and discussions that will familiarize students with five perspectives on ethical decision making and behavior as well as the essential competencies of leadership. For each of those perspectives, students will engage in reflections, collaborative case studies, and debates based on a case in point approach as well as a single-authored analysis of a selected leadership case. Prerequisite: Graduate Standing.

**LDST 730. Managing the Work of Leadership. 3 Credits.**

Through webinars and case in point pedagogy, this course prepares students to manage the day to day communicative and executive functions necessary for doing the work of leadership. Topics will include crisis management, stakeholder engagement, speech writing, fundraising, image management, and professionalization. Prerequisite: Graduate standing.

**LDST 740. Leadership and Power. 3 Credits.**

Leadership and power often are confused and this misunderstanding can lead to members of oppressed groups dismissing their own leadership potential. Through reading, reflective writing, and engaged discussion,

this course will help students understand power and leadership as distinct concepts that occasionally intersect. Within their various systems, people continuously perceive, encounter, and work within different power dynamics. Thus students will learn about historical and culturally diverse understandings of power, the ethical responsibilities of power, the dangers of misuse of power, and doing the work of leadership with (and without) power. Prerequisite: Graduate standing.

**LDST 760. Leadership and Communication. 3 Credits.**

This course focuses on intra- and inter-personal communication, supporting students to: develop listening and empathy skills; make clear and specific requests; and express feelings and needs in a way that does not imply judgment, criticism, blame, or punishment. Learning this process involves working collaboratively through small group practice, pair shares, and teamwork to master the skills. A collaborative education approach is employed throughout the course, reinforcing learning, and providing students with confidence and competence to resolve conflict and handle challenging communication. Students critique one another's work, present feedback and suggestions, and collectively develop aptitude for successful work environments and personal relationships. Prerequisite: Admission to a graduate program or graduate certificate or instructor permission.

**LDST 769. Special Topics in Leadership Skills and Methods: \_\_\_\_\_. 3 Credits.**

This course is designed for the study of graduate level skills and methods in leadership in diversity, equity, and inclusion. Course content addresses specialized leadership skills or leadership research methodologies in the field and topics change as needs and resources develop. May be repeated for credit if the content differs. Prerequisite: Admission to a graduate program or graduate certificate or instructor permission.

**LDST 770. Independent Study in Leadership Studies. 1-3 Credits.**

This course engages students in a graduate-level investigation of a special topic or project selected by the student with advice, approval, and supervision of a Leadership Studies instructor. Such study may take the form of special research, individual reports and/or conferences. Prerequisite: Permission of instructor.

**LDST 781. Leadership Program Assessment. 3 Credits.**

This course is designed for the study of graduate level skills and methods in leadership. Course content addresses specialized leadership skills, leadership research methodologies in the field, diversity, equity, inclusion, and belonging and related topics. Prerequisite: Admission to a graduate program or instructor permission.

**LDST 799. Special Topics in Leadership Contexts: \_\_\_\_\_. 3 Credits.**

This course offers students the opportunity to explore or extend existing investigation of populations, identities, contexts, movements, and issues common to the work of leadership in diversity, equity, inclusion, and belonging spaces. Topics will change as issues, needs, and resources develop. May be repeated for credit if the content differs. Prerequisite: Admission to a graduate program or graduate certificate or instructor permission.

**LDST 800. Directed Readings in Leadership Studies. 1-3 Credits.**

This course is designed for graduate level directed readings in selected areas of Leadership Studies. Individual and supervised readings address major topics and specialized issues in the field. May be repeated for credit if the content differs. Prerequisite: Permission of instructor.

**LDST 850. Leadership Capstone. 1-3 Credits.**

Students will integrate and synthesize the interdisciplinary knowledge they have gained in their graduate learning, making relevant connections across disciplines represented within the degree program while applying

theory, skills, and methods to new contexts or complex problems. Prerequisite: Graduate standing and instructor consent.