LEADERSHIP MINOR
Leadership Studies Minor

Director: Dr. Kedir A. Tessema

Total minimum number of credits required for a minor in Leadership Studies – 18

The current generation of college students will be responsible for dealing with a growing leadership crisis and finding solutions to some of the most difficult problems of our time. Challenges facing society include economic polarity, dramatic demographic changes, as well as issues of natural resources and energy, national security, foreign diplomacy, international conflict, and economic instability, to name just a few. Leadership education has the potential to transform and develop the current generation of college students into future leaders of tomorrow. The Leadership Studies Minor, offered in the Sidhu School of Business and Leadership, is an interdisciplinary, academic and applied program of study that focuses on the fluid process and components of the interaction between leaders and followers in a particular context. Students from all majors will have an opportunity to learn about leadership, while preparing to take on an active leadership role in their future career.

There are a number of benefits for students choosing to complement their major with a minor in Leadership Studies. Research suggests that undergraduate leadership education can impact a student’s personal/professional skills, increase self-confidence, increase interpersonal skills, and make students more effective decision makers, conflict negotiators, and goal setters. The Leadership Studies minor aims to improve a student’s self-awareness, develop stronger personal values, increase communication effectiveness, and increase a student’s organizational skills.

Additionally, the Leadership Studies minor can increase a student’s likelihood to be involved with community action programs and more willing to serve others. Research on leadership education supports the notion that students in leadership programs are more committed to developing leadership in others and are more willing to promote understanding across racial and ethnic groups. Students taking the minor in Leadership Studies will learn how to become effective social change agents at the institutions where they learn, the organizations where they work, and the communities where they live. Finally, these increased competencies and skills not only serve the personal needs of each student, but developing a well-rounded individual, it also helps a student’s marketability in pursuing jobs after college.

REQUIREMENTS FOR THE LEADERSHIP STUDIES MINOR (18 credits total)

Each student with a minor in Leadership Studies must complete the following 9 credits:

[[LDR-201]]. Introduction to Leadership
[[LDR-202]]. Advanced Leadership Theory and Practice
[[LDR-461]]. Leadership Capstone

Each student with a minor in Leadership Studies must complete one course from each of the following content areas, for a total of 9 credits:

Leadership Issues (see options below)
Leadership Skills (see options below)

Leadership in Context (see options below)
Leadership Issues (3 credits) (Courses listed have no or minimum prerequisite requirements)
[[EES-218]]. Environmental Ethics
[[EES-210]]. Global Climatic Change
[[MGT-356]]. The Social Responsibility of Business
[[PHL-110]]. Introduction to Ethical Problems
[[PHL-216]]. Philosophies of Nonviolence
[[SOC-251]]. Sociology of Minorities
[[WS-101]]. Introduction to Women’s Studies

Or 3 credits of Personal and Professional Development courses pertaining to leadership issues

Leadership Behaviors/Skills (3 credits) (Courses listed have no or minimum prerequisite requirements)
[[COM-202]]. Interpersonal Communication
[[COM-203]]. Small Group Communication
[[COM-301]]. Persuasion
[[COM-303]]. Organizational Communication
[[COM-304]]. Intercultural Communication
[[ENG-202]]. Technical and Professional Writing
[[ENT-203]]. Opportunity Identification: Innovation and Creativity
[[MGT-209]]. Business Correspondence and Reports

Or 3 credits of Personal and Professional Development courses pertaining to leadership behaviors/skills

Leadership In Context (3 credits)

[[ANT-212]]. People and Cultures of the World
[[ENT-252]]. The Entrepreneurial Leader
[[MGT-358]]. International Business
[[MGT-251]]. Management of Organizations and People
[[PS-260]]. Introduction to Political Thinking
[[SOC-352]]. Social Stratification

Or 3 credits of Personal and Professional Development courses pertaining to leadership in context

ENT. ENTREPRENEURSHIP

ENT-151. INTEGRATED MANAGEMENT EXPERIENCE I
Credits: 3
Terms Offered: Fall

Integrated Management Experience is a two-semester sequence that takes you through the entrepreneurial process from creating a business concept to planning the venture to launching and operating the business to harvest and closure of the firm. You learn how businesses plan and operate through the study of functional areas such as marketing, management, human resources, accounting and finance, and operations. Most importantly, you will learn and experience how the pieces fit together through integrating the functional areas tracking information and performance using financial accounting principles. Cross listed with [[ACC-151]] and [[BA-151]]
Leadership Minor

**ENT-152. INTEGRATED MANAGEMENT EXPERIENCE II**  
**Credits:** 3  
**Terms Offered:** Spring  
Integrated Management Experience is a two-semester sequence that takes you through the entrepreneurial process from creating a business concept to planning the venture to launching and operating the business to harvest and closure of the firm. You learn how businesses plan and operate through the study of functional areas such as marketing, management, human resources, accounting and finance, and operations. You develop a clear understanding of the importance of accounting cycles and how financial accounting principles provide not only information but an integrating thread for all types of organizations. Cross listed with [[ACC-152]] and [[BA-152]].

**Pre-Requisites**  
[[ACC-151]] / [[BA-151]] / [[ENT-151]] with a minimum GPA of 2.0.

**ENT-201. NATURE AND ESSENCE OF ENTREPRENEURSHIP**  
**Credits:** 3  
**Terms Offered:** Fall  
An introduction to entrepreneurs and self-career creation in small and large entrepreneurial organizations. The importance of entrepreneurs in the local, national, and world economies and personal characteristics of successful entrepreneurs will be studied. Guest speakers and a case study are included.

**Pre-Requisites**  
[[ENT-152]] or [[BA-153]] with a minimum GPA of 2.0.

**ENT-203. OPPORTUNITY IDENTIFICATION: INNOVATION AND CREATIVITY**  
**Credits:** 3  
**Terms Offered:** Fall  
An introduction to the creative and innovative processes. Emphasis on forms of creativity and how they are interrelated, psychology and behavioral aspects of creativity, recognizing creativity, and the practice of managing innovation and creativity in different environments. Direct experience with two or more forms of creativity.

**ENT-252. THE ENTREPRENEURIAL LEADER**  
**Credits:** 3  
**Terms Offered:** Spring  
Examines leadership characteristics and behaviors of entrepreneurs. Emphasis on authentic and integrity-based leadership, role of emotional intelligence, and effective leadership strategies in entrepreneurial environments.

**ENT-321. ANALYZING MARKETS AND COMPETITION**  
**Credits:** 3  
**Terms Offered:** Fall  
In-depth study of identification and assessment of markets and competition. Sources of information, key analytical techniques, and evaluation strategies are examined.

**Pre-Requisites**  
[[MKT-221]] with a minimum GPA of 2.0.

**ENT-342. ENTREPRENEURIAL FINANCE**  
**Credits:** 3  
**Terms Offered:** Spring  
The study of the financial dimensions of launching and growing ventures. Topics include financial characteristics and requirements of growth, venture capital, angel capital and private investment, equity markets and public offerings, and specialized funding programs.

**Pre-Requisites**  
[[FIN-240]] with a minimum GPA of 2.0.

**ENT-384. SMALL BUSINESS CONSULTANCY**  
**Credits:** 3  
**Terms Offered:** Spring  
Teams of students diagnose, analyze, and recommend solutions for problems defined by small business clients. Course requires students to apply a range of classroom skills in a real situation and present oral and written reports to the client firm. Requirements: Senior standing and permission of the instructor.

**ENT-385. OPPORTUNITY ASSESSMENT: TECHNICAL, ECONOMIC AND MARKET FEASIBILITY**  
**Credits:** 3  
**Terms Offered:** Spring  
Theory and practice of assessing market, economic, and technical feasibility. Use of project management techniques to develop an in-depth feasibility analysis plan for expected outcomes.

**ENT-399. COOPERATIVE EDUCATION**  
**Credits:** 1-6  
Professional cooperative education placement in a private or public organization related to the student's academic objectives and career goals. In addition to their work experience, students are required to submit weekly reaction papers and an academic project to a Faculty Coordinator in the student's discipline. See the Cooperative Education section of this bulletin for placement procedures. Requirements: Sophomore standing; minimum 2.0 cumulative GPA; consent of the academic advisor; and approval of placement by the department chairperson.

**ENT-461. PRACTICING ENTREPRENEURSHIP**  
**Credits:** 3  
**Terms Offered:** Fall  
Advanced essentials and elements of becoming an entrepreneur, or intrapreneur, will be examined through current classic 'real life' entrepreneurial case readings and entrepreneur and guest faculty lectures. Students will create their own entrepreneurial enterprise as a team project.

**Pre-Requisites**  
Senior standing, [[ENT-201]] with a minimum GPA of 2.0, or permission of the instructor.

**ENT-462. ENTREPRENEURIAL INTERNSHIP**  
**Credits:** 3  
The course content provides an on-the-job multi-discipline experience assisting a working local entrepreneur in the development and operation of a business enterprise.
BA. BUSINESS ADMINISTRATION

BA-119. DATA ANALYSIS IN EXCEL
Credits: 1
This course is designed to teach the basic and advanced features and functions of Excel, including summative, descriptive and reporting techniques. Students will also gain the knowledge of data manipulation and visual reporting. This one-credit class will meet multiple times each week, and will run for 5 consecutive weeks.

BA-151. INTEGRATED MANAGEMENT EXPERIENCE I
Credits: 3
Terms Offered: Fall
Integrated Management Experience is a two-semester sequence that takes you through the entrepreneurial process from creating a business concept to planning the venture to launching and operating the business to harvest and closure of the firm. You learn how businesses plan and operate through the study of functional areas such as marketing, management, human resources, accounting and finance, and operations. Most importantly, you will learn and experience how the pieces fit together through integrating the functional areas tracking information and performance using financial accounting principles. Cross listed with [[ACC-151]] and [[ENT-151]].

BA-152. INTEGRATED MANAGEMENT EXPERIENCE II
Credits: 3
Terms Offered: Spring
Integrated Management Experience is a two-semester sequence that takes you through the entrepreneurial process from creating a business concept to planning the venture to launching and operating the business to harvest and closure of the firm. You learn how businesses plan and operate through the study of functional areas such as marketing, management, human resources, accounting and finance, and operations. You develop a clear understanding of the importance of accounting cycles and how financial accounting principles provide not only information but an integrating thread for all types of organizations. Cross listed with [[ACC-152]] and [[ENT-152]].

Pre-Requisites
[[ACC-151]] / [[BA-151]] / [[ENT-151]] with a minimum grade of 2.0

BA-153. MANAGEMENT FOUNDATIONS
Credits: 3
Management Foundations provides the framework for further study in accounting, business administration, and entrepreneurship programs. Functional areas of management are examined. This class is closed to freshmen and to any student who completed ACC/BA/ENT 151 and ACC/BA/ENT 152.

BA-319. BUSINESS STATISTICS
Credits: 3
Terms Offered: Fall
An introduction to the primary tools of research in business and economics; the collection, summarization, analysis, and interpretation of statistical findings relevant to business decisions. Two hours of lecture and one hour of individualized laboratory. Topics covered will include, but not be limited to, descriptive statistics, probability, sampling theory, hypothesis testing, and regression and correlation analysis. Cross-listed with [[EC-319]]

Pre-Requisites
[[MTH-101]] or higher

BA-335. LAW AND BUSINESS
Credits: 3
This course provides a foundation for understanding how the law functions; the laws protecting consumers and employees; and the law of contracts, sales, and business organizations.

BA-336. ADVANCED TOPICS IN BUSINESS LAW
Credits: 3
Terms Offered: Spring
This course provides students with an understanding of select advanced topics in law, specifically those that have the greatest impact on business and accounting.

Pre-Requisites
[[BA-335]] with a minimum grade of 2.0

BA-337. LEGAL ASPECTS OF SPORT AND EVENT MANAGEMENT
Credits: 3
Introduces legal issues that confront contemporary organized athletics and sports management. Specific topics which are highlighted include impact of antitrust laws; personal services contracts; labor law; injury and liability; franchise and transfer rules; and tax aspects. Examines the role of legal services within sports organizations and in individual athlete representation.

Pre-Requisites
[[BA-335]] with a minimum grade of 2.0

BA-338. INTERNATIONAL BUSINESS LAW
Credits: 3
Terms Offered: On Demand, Spring
The course will focus on international business law applicable to international business transactions. Topics covered will include comparable legal systems in the world and the law relative to 1) international sales, transport, credit and commercial agreements; 2) trade law including imports, customs, tariff regulations/agreements, regional free trade areas; 3) regulation of the marketplace including licensing, patent, advertising, sales representation, foreign investment and business formation, currency risk, anti-trust, employment and environmental law. This course is offered every other fall – odd years.

Pre-Requisites
[[BA-335]] with a minimum grade of 2.0

BA-419. QUANTITATIVE DECISION MAKING
Credits: 3
This course is designed to build on the basics of introductory statistics so that the students understand how a variety of advanced statistical tools are used to support decision-making using business data. Students develop necessary skills to build models that conform the assumptions of the procedures. The course aims to provide more hands on experience. The topics that will be introduced include descriptive statistics, t-tests, ANOVA, simple linear regression, multiple linear regression, logistic regression and their applications on business data.
BA-461. BUSINESS STRATEGY AND DECISION-MAKING  
**Credits:** 3  
The first of a two-semester capstone experience. This course integrates the functional areas of business from the perspective of top management. Emphasis is on the role of management in the formation of strategic and long-range plans.  

**Pre-Requisites**  
[[MKT-221]], [[EC-101]], [[EC-102]], [[FIN-240]], and [[MGT-251]] all with a minimum grade of 2.0

BA-462. PROFESSIONAL BUSINESS EXPERIENCE  
**Credits:** 3  

**Pre-Requisites**  
[[MKT-221]], [[FIN-240]], and [[MGT-251]] all with a minimum grade of 2.0

BA-463. THE BUSINESS FIELD AND RESEARCH EXPERIENCE  
**Credits:** 3  
This course allows the student to choose from a variety of professional opportunities. The student could perform research and writing in his or her major area. Such research must be approved by the instructor in advance. (The Undergraduate Thesis) The student may participate in a multidisciplinary capstone course that incorporates the application of business creation, development, and planning. It includes the application of business functions such as management, business strategy, marketing, accounting, finance, operations management, and sales. (The Business Incubator) The student could also visit several local organizations to conduct a live case comparison that spans industries and organizations as it pertains to his or her major area and faculty interests. (The Business Field Experience) Action learning gives students the opportunity to develop an understanding of the Sidhu School disciplines and business practices that are ethically and socially responsible.  

**Pre-Requisites**  
Senior class standing.

BA-464. INTERNATIONAL BUSINESS EXPERIENCE  
**Credits:** 3  
The course provides an overview of a Western European Society. A ten-day field trip in Western Europe is a major learning experience of the course. Site visits are made in a number of cities in European countries. Site visits include Cities, Regions, and Business and travel centers. Arrangements for travel are made during the fall, and travel in the spring. The purpose of the course is to create a global learning experience using Western Europe as a medium to facilitate the student’s understanding of the global business environment. Presentations, discussions, travel, observations, projects, as well as written papers will provide students with the opportunity to demonstrate their understanding and knowledge.