LSAL-ADMINISTRATIVE

LEADERSHIP

LSAL 1803  Introduction to the American Collegiate Experience  3 Credit Hours
Prerequisite: enrollment in an ESL program and permission from CLS adviser. Prepares ESL students academically, socially, and personally for university life in the United States. Course modules are based on common academic subjects, such as psychology, business, science, and art. Topics will include instruction and practice with appropriate discussion techniques, lecture preparation and reading strategies, study skills and task management. (F, Sp, Su)

LSAL 2283  Understanding Management  3 Credit Hours
Examine organizational planning, the process of organizational decision making, the early research on leadership that focuses on personal traits, motivation in organizations, communicating in organizations, teamwork in organizations, the principles of organization and organizational control. (F, Sp, Su)

LSAL 2700  Topics in Administrative Leadership  1-9 Credit Hours
May be repeated with change of content; maximum credit nine credit hours. Specific course content will be defined each time the course is offered. A problem-oriented approach to Administrative Leadership. Reading and research, arranged and directed in consultation with the instructor, in specified areas of Administrative Leadership. (F, Sp, Su)

LSAL 3113  Leadership in Organizations  3 Credit Hours
Prerequisite: junior standing or permission from CLS adviser. The general purpose of this course is to learn about contemporary thinking regarding leadership in organizations and the applications of these insights for growth as a leader. (F, Sp, Su)

LSAL 3133  Conflict Resolution  3 Credit Hours
Prerequisite: junior standing or permission from CLS adviser. A review of several contemporary theories of the nature of conflict and how best to manage it. Students examine the communication process and practice effective communication skills through exercise. (F, Sp, Su)

LSAL 3153  Ethics in Leadership  3 Credit Hours
Prerequisite: Junior standing or departmental permission. Explores the principles and standards of conduct used by organizational leaders to build trust and integrity in business through systemic ethical practices. Students grow their leadership capacity by developing the behaviors and virtues of the workforce that contribute to sustainable ethical business conduct. (F, Sp, Su)

LSAL 3223  Finance for Non-Finance Managers  3 Credit Hours
Prerequisite: Junior standing or departmental permission. An introduction to financial information for leaders who are not directly responsible for accounting or finance functions in their organizations. (F, Sp, Su)

LSAL 3243  Lean Leadership  3 Credit Hours
Prerequisite: None. This course experience will give students an opportunity to examine their current perceptions of what makes for an effective leader in business/life situations and compare these perceptions with the primary mission of a Lean Leader. (Sp)

LSAL 3333  Motivation in Learning and Leadership  3 Credit Hours
Prerequisite: junior standing or permission from CLS adviser. Introduces learners to several theories on human motivation which can be applied across several contexts, including both learning and leadership. (F, Sp, Su)

LSAL 3373  Measuring Human Performance  3 Credit Hours
Prerequisite: Sophomore Standing or permission from an academic advisor. An exploration of how leaders use assessments to measure human performance in organizations. Topics include common research terminology, best practices in employee selection, performance appraisals, and organizational performance management. (F, Sp, Su)

LSAL 3393  Goal Setting in Organizations  3 Credit Hours
Prerequisite: Junior standing or permission from advisor. An examination of the importance of establishing goals, goal alignment, and goal attainment processes in organizational settings. Key concepts include perspectives of goal attainment strategies that apply to organizational effectiveness and methods to overcome inevitable challenges to goal success. (F, Sp, Su)

LSAL 3440  Mentored Research Experience  3 Credit Hours
0 to 3 hours. Prerequisites: ENGL 1113 or equivalent, and permission of instructor. May be repeated; maximum credit 12 hours. For the inquisitive student to apply the scholarly processes of the discipline to a research or creative project under the mentorship of a faculty member. Student and instructor should complete an Undergraduate Research & Creative Projects (URCP) Mentoring Agreement and file it with the URCP office. Not for honors credit. (F, Sp, Su)

LSAL 3513  Integrated Marketing Strategies  3 Credit Hours
Prerequisite: junior standing or permission from CLS adviser. Focuses on marketing communications by examining many types of retailers, the basic concepts that apply to all areas of promotion, basic selling techniques, and advertising and sales promotion as an important part of a promotion blend. (F, Sp, Su)

LSAL 3533  Adapting To Changing Marketing Environments  3 Credit Hours
Prerequisite: junior standing or permission from CLS adviser. Focuses on innovative strategy planning that helps businesses survive in increasingly competitive markets. An analysis of the individual consumer as a problem solver who is influenced by psychological variables, social influences, and the purchase situation. Also studies the number, size, location, and buying behavior of various types of organizational customers, and logistics activities and how they provide time and place utility to improve value to the customer. (F, Sp, Su)

LSAL 3953  Research Analysis and Application in Organizational Leadership  3 Credit Hours
Prerequisite: Junior standing and LSTD 3003, or permission from advisor. Preparatory course for the organizational leadership capstone. Students examine, critique, integrate, and apply organizational behavior literature and concepts to demonstrate mastery of the foundational principles of leadership. (F, Sp, Su)

LSAL 4123  Quality Initiatives in Organizations  3 Credit Hours
Prerequisite: junior standing or permission from CLS adviser. Total quality management enables leaders of for-profit, nonprofit, public sector, and multinational organizations to produce high-quality products and services that customers want. The TQM process adds value to customers’ lives and positions the organization to respond quickly to changing consumer preferences. Lean, Six Sigma, Kaizen, and benchmarking methods help leaders systematically optimize and modernize their organizational practices to improve effectiveness. (F, Sp, Su)

LSAL 4143  Cultural Diversity in the Workplace  3 Credit Hours
Prerequisite: Junior standing or departmental permission. Students will explore their personal perceptions about diversity in organizational settings, learn how implicit bias can undermine organizational performance, and develop best practices to promote cultural diversity in the workplace. (F, Sp, Su)
LSAL 4163 Non-Profit Management 3 Credit Hours
Prerequisite: junior standing or permission from CLS adviser. Provides an overview of nonprofit management, operations, and leadership as well as the problems and environment unique to the various nonprofit entities functioning in society. (F, Sp, Su)

LSAL 4203 Decision-Making, Problem Solving, and Strategic Thinking 3 Credit Hours
Prerequisite: junior standing or permission from CLS adviser. Exploration of decision-making, problem solving and strategic thinking in a variety of organizational settings. Discussion of applied intelligence and the methods/tools utilized to make effective decisions. (F, Sp, Su)

LSAL 4283 Social Processes in Organizations 3 Credit Hours
Prerequisite: Junior Standing or permission from an academic advisor. An overview of how leaders use social processes to improve organizational performance. Topics include the individual factors that affect social processes, i.e. personality, emotion, attitudes, perceptions, etc., and strategies to motivate employees, lead teams, communicate ideas, and develop an organizational culture. (F, Sp, Su)

LSAL 4353 Mediation: History, Theory, and Practice 3 Credit Hours
Prerequisite: junior standing or permission from CLS adviser. The course provides an overview of the history of mediation as well as an introduction to substantive mediation theories and models. The practice of mediation will be introduced by examining its origins in both the court and community-focused movements. Contemporary applications and trends in mediation also will be examined. (F, Sp, Su)

LSAL 4700 Advanced Topics in Administrative Leadership 1-9 Credit Hours
Prerequisite: junior standing or permission from CLS adviser. May be repeated with change of content; maximum credit nine hours. Investigation into problems of leadership not covered in existing courses, and utilizing an interdisciplinary approach. Will culminate in a written report of investigation. Specific course content will be defined each time the course is offered. Reading and research, arranged and directed in consultation with the instructor, in specified areas of liberal studies. (F, Sp, Su)

LSAL 4920 Internship in Administrative Leadership 1-3 Credit Hours
1 to 3 hours. Prerequisite: junior standing and permission from CLS adviser. May be repeated with change of content; maximum credit nine hours. Field experience in issues related to a student's area of study. Students will gain knowledge through experiential and on-the-job practice. (F, Sp, Su)

LSAL 4953 Capstone in Organizational Leadership 3 Credit Hours
Prerequisite: Junior standing, LSTD 3003, and LSAL 3953, or permission from advisor; Students may enroll in LSAL 3953 and LSAL 4953 during the same semester provided that LSAL 3953 is successfully completed (grade of C or higher) prior to the start of LSAL 4953. Capstone course in organizational leadership resulting in the creation of a comprehensive ePortfolio that demonstrates student mastery of leadership theories and best practices. (F, Sp, Su) [V].

LSAL 4960 Directed Readings 1-4 Credit Hours
1 to 4 hours. Prerequisite: junior standing and permission from PACS adviser and instructor. May be repeated; maximum credit four hours. Designed for upper-division students who need opportunity to study a specific problem in greater depth than formal course content permits. (Irreg.)