

ORGANIZATIONAL LEADERSHIP (LEAD)

LEAD 312. COMMUNICATION FOR LAW ENFORCEMENT LEADERS. 5 Credits.

Pre-requisites: ENGL 201 or equivalent; admission to the Law Enforcement Leadership & Practice program.

Develops communication skills essential for emerging law enforcement leaders. Covers how to craft clear, persuasive messages in written and oral formats for diverse audiences. Emphasis is on professional writing, public speaking, and presentations to convey complex information, advocate priorities, and engage stakeholders. Practical exercises and scenarios prepare students to communicate strategically and lead with confidence in law enforcement contexts.

LEAD 313. PROFESSIONAL DEVELOPMENT AND CAREER ADVANCEMENT FOR LAW ENFORCEMENT. 5 Credits.

Pre-requisites: ENGL 201 or equivalent; admission to the Law Enforcement Leadership & Practice program.

Equips law enforcement professionals with skills and strategies for career advancement. Students assess their strengths and aspirations to develop a personalized professional growth plan. Emphasis is placed on lifelong learning, networking, and mentorship. Practical exercises guide students in exploring opportunities for continuing education, skill development, and leadership growth within the law enforcement field.

LEAD 314. STRESS MANAGEMENT AND OFFICER WELLNESS. 5 Credits.

Pre-requisites: ENGL 201 or equivalent; admission to the Law Enforcement Leadership & Practice program.

Explores the causes and effects of burnout in law enforcement, focusing on how chronic stress impacts health, decision-making, and relationships. Students analyze job-specific stressors and learn evidence-based strategies for stress management, burnout prevention, and wellness promotion. Topics include mindfulness, peer support, resilience training, and fitness regimens to help officers maintain mental and physical well-being.

LEAD 410. POLICING IN A DIVERSE SOCIETY. 5 Credits.

Pre-requisites: ENGL 201 or equivalent; admission to the Law Enforcement Leadership & Practice program.

Examines the role of cultural intelligence in law enforcement, focusing on cultural awareness, unconscious assumptions, and strategies to build trust in diverse communities. Through case studies and practical applications, students explore ways to enhance community relations, foster cooperation, and improve public safety. Emphasis is on understanding societal dynamics and developing skills to address challenges in policing diverse populations ethically and effectively.

LEAD 411. COMMUNITY POLICING STRATEGIES. 5 Credits.

Pre-requisites: ENGL 201 or equivalent; admission to the Law Enforcement Leadership & Practice program.

Explores community-oriented policing, emphasizing its principles, practices, and impact on public safety and trust. Students examine strategies for fostering police-community partnerships, addressing concerns, and enhancing relationships with diverse stakeholders. Through case studies and exercises, students evaluate successful programs and design tailored initiatives, focusing on collaboration, communication, and cultural competency to build trust-based relationships.

LEAD 412. CONSTITUTIONAL LAW AND CIVIL LIABILITY IN LAW ENFORCEMENT. 5 Credits.

Pre-requisites: ENGL 201 or equivalent; admission to the Law Enforcement Leadership & Practice program.

Examines constitutional law and its impact on law enforcement practices, focusing on key principles, Supreme Court decisions, and legal standards. Students explore civil liability, risk mitigation, and compliance with constitutional requirements. Through case studies and exercises, they develop strategies and policies for constitutional policing that protect public and officer rights while upholding legal standards.

LEAD 413. CONTEMPORARY AND EMERGING ISSUES IN LAW ENFORCEMENT. 5 Credits.

Pre-requisites: ENGL 201 or equivalent; admission to the Law Enforcement Leadership & Practice program.

Examines contemporary challenges and trends in law enforcement, focusing on social, technological, and organizational developments. Topics include police reform, social justice, technological advances, and policy changes. Using case studies and research, students analyze their impact on law enforcement operations and develop strategies to address them. Emphasizes critical thinking and innovation to navigate the complexities of modern policing.

LEAD 414. MENTAL HEALTH RESPONSE STRATEGIES IN LAW ENFORCEMENT. 5 Credits.

Pre-requisites: ENGL 201 or equivalent, PSYC 302; admission to the Law Enforcement Leadership & Practice program.

Examines the relationship between law enforcement and mental health, focusing on interactions during mental health crises. Students explore the historical, legal, and operational factors shaping law enforcement's role in addressing mental health issues. Topics include understanding mental health disorders, de-escalation strategies, interagency collaboration, and evidence-based practices to improve outcomes for individuals with mental health challenges and enhance public safety.

LEAD 450. DATA-DRIVEN POLICING. 5 Credits.

Pre-requisites: ENGL 201, Quantitative and Symbolic Reasoning; admission to the Law Enforcement Leadership & Practice program.

Explores data-driven policing, focusing on using analytics and evidence-based strategies to enhance effectiveness. Students learn to analyze data, identify trends, allocate resources, and inform decisions. Emphasis is placed on data visualization to communicate findings and develop actionable strategies for improving policies and operations. Practical applications and case studies provide tools to integrate data-driven approaches into law enforcement practice.

LEAD 451. EVIDENCE-BASED POLICING STRATEGIES. 5 Credits.

Pre-requisites: ENGL 201, Quantitative and Symbolic Reasoning; admission to the Law Enforcement Leadership & Practice program.

Explores research-based practices to enhance police effectiveness and community safety. Students analyze current research, evaluate evidence-based initiatives, and design programs for specific community challenges. Emphasis is on implementing evidence-based practices and addressing organizational barriers. Through case studies and program design, students develop skills to integrate evidence-based approaches into law enforcement operations.

LEAD 490A. SENIOR CAPSTONE: STRATEGIC INTEGRATION AND LEADERSHIP IN LAW ENFORCEMENT. 5 Credits.

Pre-requisites: ENGL 201, Quantitative and Symbolic Reasoning; admission to the Law Enforcement Leadership & Practice program.

This capstone integrates knowledge and skills from the law enforcement leadership program. Students address a real-world issue by designing a comprehensive strategy incorporating leadership, data-driven decision-making, community engagement, and ethical practices. Emphasis is on collaboration, innovation, and practical application, challenging students to synthesize theory and practice to propose actionable solutions to contemporary law enforcement challenges.

LEAD 501. FOUNDATIONS OF LEADERSHIP. 4 Credits.

Pre-requisites: admission to a Leadership degree or certificate program.

Through an exploration of leadership history, theory, and practice, this course allows students to develop a broad understanding of leadership and its complexities. Traditional and emerging theories of leadership will be discussed as well as how these theories apply to individuals, groups, organizations, and society. Additionally, students begin exploring their own thinking around leadership and articulate their emerging leadership philosophy.

LEAD 502. SOCIAL AND EMOTIONAL DIMENSIONS OF LEADERSHIP. 4 Credits.

Pre-requisites: admission to a Leadership degree or certificate program.

Focuses on understanding the social/emotional skills necessary for effective leadership. Students identify and explore a variety of elements including emotional intelligence, leader/follower social awareness, leader/follower relationship management, strengths based leadership, and the use of personal power. Students explore how to develop these skills and competencies in others. Students explore the tools necessary to become a reflective leader.

LEAD 503. ETHICAL LEADERSHIP. 4 Credits.

Pre-requisites: admission to a Leadership degree or certificate program.

Drawing on traditional philosophical ideas as well as more recent developments in cognitive neuroscience, this course explores numerous ways of thinking about values, character, justice, and ethical leadership. Students examine multiple frameworks for ethical leadership and discuss how these frameworks can be applied in a variety of leadership contexts. Additionally, this course discusses factors inhibiting ethical leadership behavior and decision making.

LEAD 510. TEAM LEADERSHIP. 4 Credits.

Pre-requisites: admission to a Leadership degree or certificate program.

By its nature, leadership is a collaborative process. This course focuses on the team or small group and explores theories and practices for effectively leading these groups. Students in this course explore and develop the skills necessary to motivate, develop, and support team members as individuals and as a group.

LEAD 520. ORGANIZATIONAL THEORY AND CULTURE. 4 Credits.

Pre-requisites: admission to a Leadership degree or certificate program.

Explores the theories, methods/challenges that inform our understanding of organizational behavior/culture. Recognizing that leading in organizations includes both formal/informal processes, this course explores a variety of aspects related to understanding/influencing organizational behavior/culture. Finally, in addition to traditional theories of organizational behavior/culture, students explore the impact of leadership on both organizational behavior/culture.

LEAD 521. ORGANIZATIONAL COMMUNICATION AND CONFLICT RESOLUTION. 4 Credits.

Pre-requisites: admission to a Leadership degree or certificate program.

Investigates the role that communication plays in organizational and leader effectiveness. Through a leadership and organizational behavior lens, this course examines communication at multiple levels. Additionally, special attention is paid to conflict and conflict resolution. Students consider how culture and diversity impact communication. By exploring a variety of theories and practices, students develop an awareness of their own communication strength weakness.

LEAD 530. LEADERSHIP FOR SOCIAL JUSTICE. 4 Credits.

Pre-requisites: admission to a Leadership degree or certificate program.

Examines the intersection of leadership and social justice. Through an examination of the theories and principles of social justice, students explore how leadership contributes to and detracts from creating a more just society. By focusing on issues of justice, equity, oppression, power, and privilege students investigate how leadership can be a source of good.

LEAD 531. LEADING IN AN INTERSECTIONAL WORLD. 4 Credits.

Pre-requisites: admission to a Leadership degree or certificate program.

Explores how identity, culture/diversity impact leadership practice. Through a social justice lens and with an interest in learning to understand one another, this course is an exploration of theories and practices related to leading across cultures and through diversity. Additionally, students develop their own thinking and understanding of how identity and difference impacts leadership.

LEAD 540. LEADING CHANGE. 4 Credits.

Pre-requisites: admission to a Leadership degree or certificate program.

This course rests on an understanding that change is a needed and normal part of leadership, organizations, and the world at large. Additionally, effectively navigating change is a critical aspect of leadership. Finally, this course understands that the complex problems of organizations and society cannot simply be broken down into parts and then solved. This course focuses on three interrelated concepts, effective change leadership, a systems view of change, and design thinking for change.

LEAD 541. LEADERSHIP FOR A BETTER WORLD. 4 Credits.

Pre-requisites: admission to a Leadership degree or certificate program.

Examines leadership for community and social change. Students investigate the role of socially responsible institutions and how they can lead social change in a just and sustainable manner. Students explore how to engage multiple stakeholders and how to create meaningful and sustainable social change.

LEAD 542. DESIGN THINKING FOR LEADING CHANGE. 4 Credits.

Pre-requisites: admission to a Leadership degree or certificate program.

Covers the fundamentals of design thinking, explores how to use these fundamentals to accomplish change, and considers how design thinking can serve as a tool for leading change processes and initiatives.

LEAD 543. SYSTEMS THINKING FOR LEADING CHANGE. 4 Credits.

Pre-requisites: admission to a Leadership degree or certificate program.

Students explore the concepts and practices used in systems thinking, begin learning how to apply these concepts to specific systems, and consider how systems thinking can be an effective tool for organizational and social change leadership.

LEAD 550. ARTIFICIAL INTELLIGENCE IN LEADERSHIP. 4 Credits.

Pre-requisites: LEAD 501; admission to a Leadership degree or certificate program.

Artificial intelligence (AI) will continue to impact leadership and organizational theory and practice. This course focuses on the role of AI in enhancing individual leadership effectiveness. Students explore AI tools and methodologies to improve decision-making, team leadership, and collaboration. The course emphasizes ethical leadership in AI contexts, including navigating challenges like bias and accountability, and balancing technology with human-centric leadership practice.

LEAD 551. AI AND ORGANIZATIONAL TRANSFORMATION. 4 Credits.

Pre-requisites: LEAD 501; admission to a Leadership degree or certificate program.

Artificial intelligence (AI) will continue to impact leadership and organizational theory and practice. This course examines how AI is transforming organizations and societal systems. Students analyze AI-driven strategies for change management, explore the integration of AI technologies at the organizational level, and address risks and opportunities. The course emphasizes the leader's role in fostering innovation, managing workforce transitions, and ensuring responsible AI implementation.

LEAD 590. LEADERSHIP CAPSTONE. 4 Credits.

Pre-requisites: admission to a Leadership degree or certificate program; 32 LEAD credits earned or permission of the Organizational Leadership Program Director.

Serves as the culmination of the masters in leadership program. Students develop a comprehensive electronic portfolio that demonstrates proficiency in the the broad program learning outcomes. As part of this, students undertake a significant amount of self reflection, analysis, and evaluation of their learning in the program. Through the development of a portfolio, students reflect, revise, and expand on previous work in the program as well as their professional lives.
