OFFICE OF THE DEAN

Martha Raske, Interim Dean
department web page (https://www.ewu.edu/cpp/)

Degrees

MS−Organizational Leadership (http://catalog.ewu.edu/ps/office-of-the-dean/org-leadership-ms/)
Graduate Certificate−Change Leadership (http://catalog.ewu.edu/ps/office-of-the-dean/change-leadership-certificate/)
Graduate Certificate−Organizational Leadership (http://catalog.ewu.edu/ps/office-of-the-dean/org-leadership-certificate/)
Graduate Certificate−Program Evaluation (http://catalog.ewu.edu/ps/office-of-the-dean/program-eval-grad-cert/)

Required courses in these programs of study may have prerequisites. Reference the course description section for clarification.

Program Evaluation Courses (EVAL)

EVAL 501. FOUNDATIONS OF PROGRAM EVALUATION I. 4 Credits.
Pre-requisites: admission into the graduate certificate program.
An introduction to a culturally responsive evidence-based approach for program evaluation, with a focus on the foundations of implementation science. Students will learn about the importance, role, and theories of program evaluation, the different types and purposes of program evaluations, as well as understanding which is most appropriate given the informational needs and program life stage.

EVAL 502. FOUNDATIONAL STATISTICS FOR PROGRAM EVALUATION. 1-4 Credits.
Pre-requisites: admission in the certificate program.
A formal introduction of quantitative procedures typically used in program evaluations, including descriptive and inferential statistics through one-way analysis of variance.

EVAL 503. DESIGNING PROGRAM EVALUATIONS. 4 Credits.
Pre-requisites: EVAL 501.
Application of knowledge and skills gained in program evaluation to the development of needs assessment, evaluability assessment, and a program evaluation plan for a client.

EVAL 504. DATA INFORMED DECISION-MAKING. 1-4 Credits.
Pre-requisites: EVAL 502.
An introduction of more advanced quantitative procedures typically used in program evaluations, including regressions and other methods for multivariate data analyses. Analyses for both scale and categorical data will be covered.

EVAL 505. A REAL WORLD PROGRAM EVALUATION. 4 Credits.
Pre-requisites: EVAL 501, EVAL 502, EVAL 503 and EVAL 504.
Students will work collaboratively with faculty to integrate their course experiences and learning to carry out a real work program evaluation. Current issues in the field may be discussed.

Organizational Leadership Courses (LEAD)

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 will allow 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 will 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.
This course focuses on understanding the social/emotional skills necessary for effective leadership. Students will identify an 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 will explore how to develop these skills and competencies in others. Students will 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 will explore numerous ways of thinking about values, character, justice, and ethical leadership. Students will examine multiple frameworks for ethical leadership and discuss how these frameworks can be applied in a variety of leadership contexts. Additionally, this course will discuss 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 explores theories and practices for effectively leading these groups. Students in this course will 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.
This course 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 will 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. This course 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 will be paid to conflict and conflict resolution. Students will consider how culture and diversity impact communication. By exploring a variety of theories and practices, students will 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. This course examines the intersection of leadership and social justice. Through an examination of the theories and principles of social justice, students will 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 will 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. This course 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 will 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. This course examines leadership for community and social change. Students will investigate the role of socially responsible institutions and how they can lead social change in a just and sustainable manner. Students will 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. In this course students learn the fundamentals of design thinking, explore how to use these fundamentals to accomplish change, and consider 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. In this course 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 590. LEADERSHIP CAPSTONE. 4 Credits.
Pre-requisites: admission to a Leadership degree or certificate program. This course serves as the culmination of the masters in leadership program. Students will develop comprehensive electronic portfolio that demonstrates proficiency in the the broad program learning outcomes. As part of this, students will undertake a significant amount of self reflection, analysis, and evaluation of their learning in the program. Through the development of a portfolio, students will reflect, revise and expand on previous work in the program as well as their professional lives.