

Context for LEAD 342 – Team and Organizational Leadership #14944

From Penny Diebel, College of Agricultural Sciences

Background

The College of Agricultural Sciences has a rich history in leadership development. From our early years developing extension leaders, tasked with helping us meet our land grant mission of outreach and education, to our current recognition and push to better prepare students for personal and professional success, we are committed to developing the courses and programs to meet the needs of students within Oregon, our nation, and our world.

One of our former Deans, Sonny Ramaswamy, recognized the importance of making leadership education content available to all OSU students and created a \$1,000,000 endowment to support a professor in leadership education. This commitment was grounded on the ideals that leadership education should be accessible to all OSU students, taught from a framework that is broadly applicable and useful to all, and should provide both the theory and skills needed for OSU students to make an impact in their homes, lives, communities, and professions. Currently we offer six core undergraduate Leadership (LEAD) courses and five graduate leadership courses, which, this past academic year, reached over 540 students from nine different colleges on campus.

Differences between leadership education and business/management leadership

The field of leadership is vast, multidisciplinary, and currently evolving at a high rate. In a time where our world seeks to solve global challenges such as climate change, institutional racism and food insecurity, it can be argued that leadership is needed now more than ever. While specialized areas of leadership focus, such as business administration and management, do exist and have a critical part to play in corporate and business leadership, emphasizing only this narrow focus fails to recognize the broader areas of the study, scholarship, and teaching of leadership.

At a recent International Leadership Association (ILA) conference, our Leadership Education faculty were reminded how leadership comprises areas outside the business realm as ILA offers focused tracks in areas such as Leadership Education, Leadership Ethics, Youth Leadership, Sustainability Leadership, Leadership Development, Peace Leadership, Women's Leadership, Leadership in Philosophy, Religion and Worldviews, Public Leadership, Followership, and Civic and Community Leadership. These areas diverge significantly from the study, scholarship, and teaching of management and administration, further substantiating the need to offer leadership education courses to our diverse community of learners at OSU.

Leadership education, what we offer through our LEAD (leadership) coursework, offers a wider perspective than managerial notions of leadership and instead focuses on providing students with the theory, content, and skills to make an impact in their world, emphasizing the ability of any individual to be a leader in any position or societal role. Our curriculum and course offerings are designed in a way that is broadly applicable and relevant to all students, regardless of their major or career interests. In fact, our current undergraduate and graduate coursework enroll students from nine different colleges on campus with the largest participation from students in the College of Agricultural Sciences, College of Liberal Arts and the College of Public Health and Human Sciences. The graduate students we currently serve typically affiliate with Forestry, Agricultural Sciences, Liberal Arts, Engineering, Public Health and Human Sciences, and Education.

Our college believes we have a moral obligation, as a land grant institution, to provide OSU students with the knowledge and skills to change their world. We are passionate about our mission and recognize our role in leadership education is vital to student success.

Context for Leadership Education housed within a College of Agriculture

In 2014 the Educational Advisory Board (EAB), a national organization that analyzes, assesses, and conducts research on behalf of universities throughout the nation, released a nationwide report examining interdisciplinary leadership studies programs. Leadership studies is a term synonymous with leadership education, the type of academic content currently offered through our OSU Leadership Minor and LEAD coursework. The EAB specifically researched 107 institutions in the Carnegie classification category of research universities with very high research activity. They discovered the following:

“Twenty-two of the 107 institutions...maintain either a leadership studies minor or major program.” (pg. 4)

“Nine very high research universities offer leadership studies majors; 13 offer leadership studies minors.” (pg. 4)

“Institutions locate leadership studies minors, majors, and certificates within leadership schools, colleges of agriculture, and colleges of technology to recruit students across all academic fields.” (pg 4)

“Residential leadership minor, major, and certificate programs contain core leadership curricula (e.g., leadership theories, practices, foundations), elective courses across a variety of disciplines (e.g., sociology, communications, business, political science, psychology), and hands-on leadership experiences (e.g., field studies, internships, capstone projects).” (pg. 4)

“Students and employers greatly value the personal development, ethics and diversity training, and team-building skills that students acquire through leadership studies programs.” (pg. 5)

The EAB (EAB, 2014, pg. 13) identified the most valuable aspects of leadership studies programs as:

- Ability to work in diverse teams
- Interactive and small classes
- Ethics and personal development training
- Integration of leadership across disciplines

As we seek to strengthen leadership education at OSU, there are a couple key points for clarity:

--Leadership Education/Studies programs are part of other peer institutions and are interdisciplinary in nature.

--Leadership Education/Studies programs are intended to be integrated across disciplines.

--Leadership Education/Studies programs are often housed in “leadership schools, colleges of agriculture, and colleges of technology” to offer broad multi-disciplinary coursework (EAB, 2014).

Leadership Education/Studies within Colleges of Agriculture at Other Universities

In addition to Oregon State University, here are some other universities that have leadership courses and programs within Colleges of Agriculture (broadly defined as names change across institutions).

Clemson University Mississippi State University Montana State University NC A&T State University North Carolina State University Oklahoma State University Oregon State University Oswego State University Rutgers South Dakota State University	Southern Arkansas University Tennessee State University Tennessee Tech University Texas A&M University Texas State University Texas Tech University The Ohio State University University of Florida University of Arizona University of Arkansas University of Idaho University of Illinois at Urbana-Champaign	University of Kentucky University of Minnesota University of Missouri University of Nebraska - Lincoln University of Tennessee University of Tennessee at Martin University of Wisconsin - River Falls Utah State University Virginia Tech West Texas A&M University
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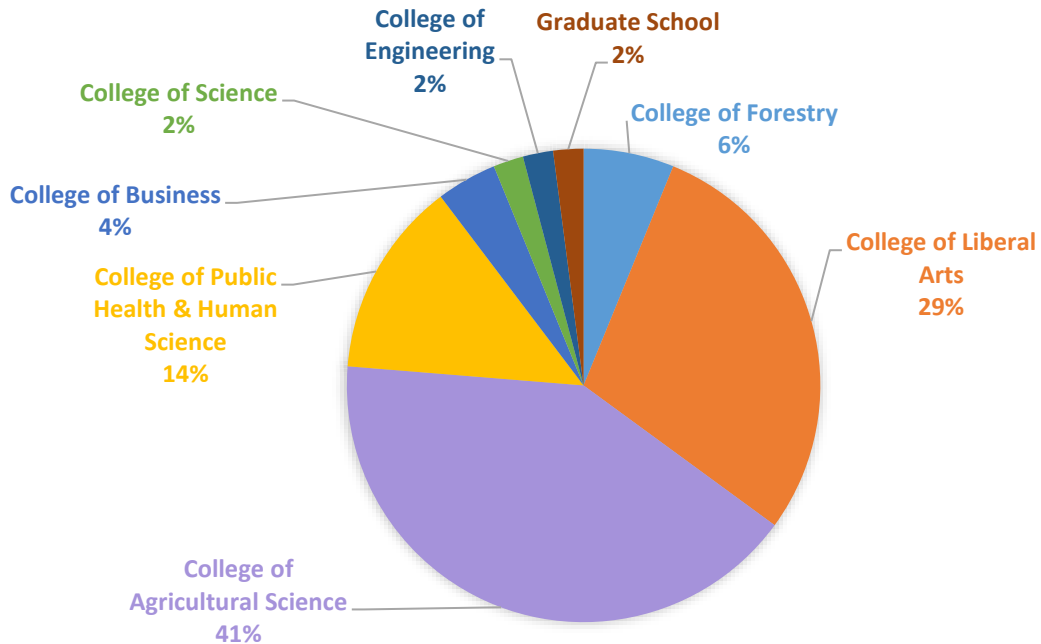
By the Numbers

Nationally, leadership education housed within Colleges of Agriculture comprises approximately 208 courses per year reaching 7,904 students per year (Velez, Moore, Bruce, & Stephens, 2014).

Typical course enrollment percentages for Colleges of Agriculture having a Leadership Minor would be around 60% of students internal to the college and 40% external to the college (Velez, McKim, Moore, & Stephens, 2015). Our enrollment percentages in our OSU Leadership Minor (2017-2018) contain around 30% internal to our college with the remaining 70% including the College of Liberal Arts (28%), College of Forestry (16%), College of Science (8%), College of Engineering (8%), College of Public Health and Human Sciences (8%) and College of Business (2%). The *course* enrollment distribution does change slightly with the largest enrollment from students in the College of Agricultural Sciences, College of Liberal Arts and the College of Public Health and Human Sciences.

Enrollment, by college, specific to LEAD 342: Team and Organizational Leadership is detailed below.

LEAD 342 COURSE ENROLLMENT PERCENTAGES BY COLLEGE



References

- Educational Advisory Board, 2014. Interdisciplinary Leadership Studies Programs: Academic Affairs Research Brief.
- Velez, J. J., Moore, L. L., Bruce, J. A., & Stephens, C. (2014.) Agricultural leadership education: past history, present reality, and future directions. *Journal of Leadership Studies*, 7(4), 65-70. doi: 10.1002/jls.21312 (editor invited article)
- Velez, J. J., McKim, A. J., Moore, L. L., & Stephens, C. A. (2015). A nationwide assessment of the scope and impact of agricultural leadership education. *Journal of Agricultural Education*, 56(1), 116-126. doi: 10.5032/jae.2015.01116