NONPROFIT SOCIAL ENTERPRISE AND PHILANTHROPY MINOR

The minor in Nonprofit Social Enterprise and Philanthropy provides students with a fundamental understanding of this major sector, locally, nationally and globally. The program allows for critical reflection on changes occurring in this economically important sector and studies its philanthropic environment. The coursework in this program is project-based and experiential, giving students a hands-on opportunity to develop basic professional skills that can support them in their future careers. Upon completion of the minor, students are eligible to obtain a national nonprofit credential through the Nonprofit Leadership Alliance. The Nonprofit Leadership Alliance is a nationally recognized organization that includes many professional benefits for graduates including access to employers, assistance with internship and job placement, professional development, and considerable networking.

The program is available to undergraduate students in any major. Students have the option of completing the minor in conjunction with any USD degree program.

Nonprofit Social Enterprise and Philanthropy Minor (18 units)

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<tr>
<th>Code</th>
<th>Title</th>
<th>Units</th>
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<tr>
<td>LEAD 352</td>
<td>Nonprofit Leadership and Management</td>
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<td>LEAD 388</td>
<td>Leadership Internship and Skill Development I</td>
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<td>LEAD 485</td>
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Select three units of electives from the following:

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<th>Code</th>
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<td>LEAD 160</td>
<td>Personal Leadership, Self-inquiry and Discovery</td>
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<tr>
<td>LEAD 185</td>
<td>Introduction to the Nonprofit Sector</td>
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<td>LEAD 355S</td>
<td>Nonprofit Seminar</td>
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<td>LEAD 420</td>
<td>Volunteer Engagement</td>
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<td>LEAD 419</td>
<td>Understanding Bi-National Nonprofits in the U.S.-Mexico Border Region</td>
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Total Units: 18

1 LEAD 387P – Student Leadership: Practical Experience may be substituted for LEAD 388
2 BUS 498 – Business Internship may be substituted for LEAD 389

LEAD 150 | EMERGING LEADERS
Units: 3 Repeatability: No
This course is designed to acquaint students in their first two years at USD, with 21st-century models of leadership and expose them to the multiple opportunities for active participation in leadership and changemaking at USD. Through readings, class presentations, experiential exercises, journal reflections, and small group discussion, students will be challenged to explore social justice and map their path of initial leadership development and campus or community engagement.

LEAD 160 | PERSONAL LEADERSHIP, SELF-INQUIRY AND DISCOVERY
Units: 3
This course introduces students to the complexity of leadership through exploring classic and contemporary leadership theories with explicit connection to leadership practice. Students will learn about leadership concepts on an individual, group, and systemic level. Topics covered include: definitions of leadership, leadership theories, leadership and management, organizational leadership and change, diverse perspectives of leadership, and ethics. Through this course, students will develop competence and confidence in their ability to exercise leadership.

LEAD 162 | OUTDOOR LEADERSHIP
Units: 3
This course will examine how the application of leadership, judgment, and decision-making principles affect the quality of wilderness experiences and the safety of the group. It includes classroom, case-study, experiential, and reflective learning opportunities, and will demonstrate how to apply lessons learned in the outdoors to other leadership opportunities. (Fee required).

LEAD 165 | PRESIDENT'S LEADERSHIP CLASS
Units: 3 Repeatability: No
Core Attributes: Oral communication competency, Law - Experiential, Other
Prerequisites: LEAD 150
This course acquaints first-year students to leadership theories that examines the nature of leadership within the context of self, others, and circumstances on a local and global scale. Students will engage with the USD president and guest speakers in meaningful dialogue to further explore their personal leadership and to practice leadership through various involvement opportunities at USD. Through readings, a personal growth project, class presentations, experiential exercises, journal reflections, and small group discussions, students will be challenged to continue to strengthen their leadership capacity toward influencing and affecting change at USD and the broader community.

LEAD 179 | EXPERIMENTAL TOPICS IN LEADERSHIP STUDIES
Units: 1-3 Repeatability: Yes (Can be repeated for Credit)
This course number is used by the Department of Leadership Studies in the School of Leadership and Education Sciences for experimental topics courses. The title for each 179 course will vary by topic and program. If more than one 179 course is offered during a single semester, section numbers will help identify each course.

LEAD 185 | INTRODUCTION TO THE NONPROFIT SECTOR
Units: 1 Repeatability: No
This course will introduce students to the nonprofit sector. By presenting the categories of nonprofit organizations, the course will help students explore how their personal values can be expressed and represented in the nonprofit world. Networking with alumni of the nonprofit program and other third sector professionals employed in a variety of different nonprofit organizations will serve to facilitate students’ understanding and awareness of the sector. Students will interact with an array of individuals in diverse leadership roles. The course also presents the opportunity to consider the benefits of a national nonprofit credential and its role in their future career path.

LEAD 349 | WOMEN IN LEADERSHIP
Units: 3
This course looks at the impact of gender on leadership. The approach focuses on theoretical and practical viewpoints, including but not limited to feminist perspectives. This course emphasizes and creates space for the exercise of self-awareness, skill development, self-reflection, and social responsibility for women in leadership.
LEAD 350 | LEADERSHIP AND GROUP DEVELOPMENT  
Units: 3  
This course provides opportunities for students to study and analyze the complexity of leadership and groups. Drawing on leadership and group theories and models, the following topics will be examined with explicit connections to experiences within and outside of the classroom: group dynamics, roles, norms, authority, power, and collaboration. Through this course students will develop greater awareness of roles, behaviors, and social identities in themselves and others. They will also learn how to be an effective group member and how to exercise leadership in groups.

LEAD 351 | LEADERSHIP FOR CHANGE CAPSTONE  
Units: 3  
Prerequisites: LEAD 160 and LEAD 350 or LEAD 357 
The minimum grade for prerequisites is a C-. This capstone course is designed to integrate students’ learning in the Leadership Minor with their experiences across a variety of contexts. Students will explore leadership for change on the interconnected levels of self, group, and system. They will engage in individual and group reflection to increase integrative learning and decrease blind spots. Additionally, students will solidify their personal philosophy of leadership and complete a group change project to affect the larger community. Throughout the course students will continuously examine the group process to better understand and apply leadership concepts to practice.

LEAD 352 | NONPROFIT LEADERSHIP AND MANAGEMENT  
Units: 3  
Core Attributes: Community Service Learning  
This project-based course is designed to provide knowledge and understanding of the leadership and administration of nonprofit organizations. Students will gain theoretical and practical knowledge of concepts including alliances, board development, employee rights, employee participation in decision making, economic justice, honesty, and deception.

LEAD 353 | PROFESSIONAL AND ETHICAL ISSUES AND THE PRACTICE OF LEADERSHIP  
Units: 3  
This course explores ethical issues pertinent to organizations. Students gain greater awareness of philosophical, religious, and civic traditions of leadership in organizations. Topics include social responsibility, employee rights, employee participation in decision making, self-regulation, economic justice, honesty, and deception.

LEAD 354 | LEADERSHIP AND DIVERSITY IN ORGANIZATIONS  
Units: 3  
This course is designed to provide an overview of how issues of diversity impact organizations. Using the organization as a frame of reference, topics include oppression, racism, discrimination, structural factors in organizations, communication across cultures, cultural differences affecting organizations, and moral obligations connected with the role of a leader. Students will analyze the reciprocal nature of beliefs, values, attitudes, and behaviors with regard to various microcultures in organizations.

LEAD 355S | NONPROFIT SEMINAR  
Units: 1  
Repeatability: No  
Prerequisites: LEAD 352 
Students taking this course gain an appreciation for the role of leaders in nonprofit organizations. Topics include fundraising, nonprofit administration, financial management, human resources for volunteer and paid staff, marketing, and event planning. Students will have the opportunity to participate in applied service projects, participate in community-service learning, and meet with executives in the nonprofit field. Students will have the opportunity to connect leadership concepts to practice engaging in activities and discussions.

LEAD 356S | NONPROFIT SEMINAR II  
Units: 1  
This course is a continuation of LEAD 355S.

LEAD 357 | LEADERSHIP AND THE PRACTICE OF PRESENCE  
Units: 3  
This course is designed to offer students an opportunity to study the dynamics of leadership and authority in an experiential learning environment. Students develop the personal skills, awareness, and discipline necessary to exercise leadership effectively; and they are encouraged to expand their thinking beyond traditional notions of leadership. The weekend format provides a temporary organizational setting that duplicates to some extent the dynamics that occur regularly in organizations, connecting classroom learning to real world problems. Learning in this course encompasses the interconnected levels of self, others, and systems.

LEAD 359 | MODELS OF PARTICIPATORY LEADERSHIP  
Units: 3  
This course is an opportunity for participants to be exposed to the Mondragon Cooperative Corporation (MCC). MCC is in Mondragon, Spain, and is a unique organizational model of superior economic success coupled with participatory leadership, management, ownership, and decision making. Participants will review the sales, financial, and growth figures, and will become acquainted with MCC’s unique educational, training, financial, and human resources systems, as well as with the institutionalized core values that support MCC. These values are based on an ongoing balance between organization and personal needs, continuous solidarity with each other and the community, and economic and social justice. This class is currently being held during the summer only.

LEAD 360 | GLOBAL LEADERSHIP: EXPERIENTIAL STUDY OF CULTURE & LEADERSHIP  
Units: 3  
Prerequisites: LEAD 160 
Global Leadership is a course designed to provide an experiential classroom experience to examine the impact of culture on leaders and followers at the national, group, and organizational levels. It provides an examination of relevant theories and applies them to help students develop a cultural mindset that is essential to effective leadership in today’s global and interconnected world. Additionally, this is a collaborative course that will examine what constitutes “effective” leadership across cultures. It will be collaborative as the students are expected to provide some of the content. Through the experiences in and out of the classroom, students will focus on deeply understanding culture and contexts influence on leadership, engage in reflection, and develop their global leadership capacities.

LEAD 365 | PROFESSIONAL ENGAGEMENT  
Units: 1  
This course combines student learning about leadership with an opportunity to engage in a professional conference setting. With prior approval from the instructor, each student will choose a conference context in which to engage. This engagement can include, but is not limited to, an active involvement in the undergraduate Case Study Team for the International Leadership Association, a conference presentation at the National Collegiate Leadership Conference, or another approved experience. Through this experience students will explore self in relation to others, experience a context in which they apply leadership concepts, experience a professional setting in which to improve networking and presentation skills, and develop a sense of social responsibility to lead within the professional community.
LEAD 366 | COMMUNITY ENGAGEMENT
Units: 1
This course combines student learning about leadership with a semester-long community engagement opportunity. With prior approval from the instructor, each student will choose a context in which to engage the larger community. This engagement can include an active involvement in a campus or community organization, a service learning project, an international experience, participation in a professional or leadership conference, participation in a mentoring relationship, or other approved experience. Through this experience students will explore self in relation to others, experience a context in which they apply leadership concepts, and develop a sense of social responsibility to lead and serve others within the community.

LEAD 372 | LEADERSHIP AND SPIRITUALITY
Units: 3
Prerequisites: LEAD 160
This course focuses on leadership as a spiritual activity, reclaiming the notion that authentic leadership comes from within, inspired by our unique passions and talents, and guided by our deepest beliefs and most cherished values. We will consider the spiritual roots of authentic leadership through exploration of an individual’s own experience of leadership and spirituality. Much of the course is informed by research and readings from the fields of leadership studies, spirituality, psychology, sociology, and theology.

LEAD 373 | LESSONS IN LEADERSHIP: THE AMERICAN PRESIDENCY
Units: 3
This course provides opportunities for students to study and analyze the complexity of leadership by examining the lives and actions of selected U.S. presidents. Students will examine, critique, and report on matters of presidential leadership as noted by historians, journalists, leadership experts, and the presidents themselves. The overall purpose of the course is to abstract “lessons in leaders,” if any, and to test the proposition that U.S. presidents should be “leaders of character.”

LEAD 379 | EXPERIMENTAL TOPICS IN LEADERSHIP STUDIES
Units: 1-3 Repeatability: Yes (Can be repeated for Credit)
This course number is used by the Department of Leadership Studies in the School of Leadership and Education Sciences for experimental topics courses. The title for each 379 course will vary by topic and program. If more than one 379 course is offered during a single semester, section numbers will help identify each course.

LEAD 387P | STUDENT LEADERSHIP PRACTICAL EXPERIENCE
Units: 1-3 Repeatability: Yes (Can be repeated for Credit)
The Student Leadership Practical Experience is a course designed to provide a structured classroom experience to accompany a practical leadership experience on campus. Through the practical experience and classroom experience, students will focus on applying leadership concepts to practice, engage in reflection, and develop their leadership capacities. Practical experience placement must be pre-approved.

LEAD 388 | LEADERSHIP INTERNSHIP AND SKILL DEVELOPMENT I
Units: 1-3 Repeatability: Yes (Can be repeated for Credit)
Prerequisites: LEAD 160 or LEAD 350 or LEAD 352 or LEAD 357
Students taking this internship course develop their leadership skills by serving in a position of influence in an off-campus community organization. The internship connects leadership concepts to leadership practice and provides experience from which students can gain valuable job skills and experience in a possible future career. Through the internship experience and accompanying classroom experience, students will be able to examine their experiences alongside leadership concepts, engage in reflection, and develop their leadership capacities. Internship placement must be pre-approved.

LEAD 389 | LEADERSHIP INTERNSHIP AND SKILL DEVELOPMENT II
Units: 1-3 Repeatability: Yes (Can be repeated for Credit)
Prerequisites: LEAD 160 or LEAD 350 or LEAD 352 or LEAD 357
Students taking this internship course develop their leadership skills by serving in a position of influence in an off-campus community organization. The internship connects leadership concepts to leadership practice and provides experience from which students can gain valuable job skills and experience in a possible future career. Through the internship experience and accompanying classroom experience, students will be able to examine their experiences alongside leadership concepts, engage in reflection, and develop their leadership capacities. Internship placement must be pre-approved.

LEAD 399 | INDEPENDENT STUDY (1-3)
Units: 1-3 Repeatability: Yes (Can be repeated for Credit)
Independent study designed for individual student needs. Students must complete the Application for Independent Study or Research form and obtain the signatures of the faculty supervisor, Department Chair, and the Associate Dean prior to registering for the course.

LEAD 415 | SOCIAL ENTREPRENEURSHIP AND INNOVATION
Units: 3 Repeatability: No
Prerequisites: LEAD 352
Students will acquire a basic understanding of social enterprise and innovation (SE/I) in both theory and practice. Such strategies seek to address intractable social problems by developing specific entrepreneurial approaches designed for a nonprofit, for-profit, or hybrid setting (e.g., Benefit corporation, Low-profit limited liability company, L3C). Students will become familiar with successful SE/I ventures, critically analyze and evaluate such approaches, and develop their own SE/I strategies. Students will create their own social venture, including the development of a viable business plan, financing, scale-up, and consideration of how to measure outcomes and impact.

LEAD 419 | UNDERSTANDING BI-NATIONAL NONPROFITS IN THE U.S.-MEXICO BORDER REGION
Units: 2 Repeatability: No
Prerequisites: LEAD 352
A growing number of nonprofits are being called upon to address emerging trans-boundary issues in the areas of education, community development, health & human services and the environment. This course contributes to students’ understanding of how nonprofits operate in an international setting as well as along and across borders. The proximity to the Mexican border provides a unique opportunity to expose and prepare students for how to work more effectively in an increasingly cross-border environment. Students will work with a pre-approved bi-national or migrant serving nonprofits to analyze the particular nature of that organization and the challenges it faces or write a term paper on a cross-border issue impacting the region which either currently engages the nonprofit sector or has the potential to do so. Students must have enrolled LEAD 352: Nonprofit Leadership. In addition, each student must have a valid passport prior to enrolling in this course and be willing to travel to Mexico.

LEAD 420 | VOLUNTEER ENGAGEMENT
Units: 1 Repeatability: No
Prerequisites: LEAD 352
This course is designed to enhance students’ understanding and practice of effective volunteer engagement in community-based organizations. It uses an organizational development approach that connects research with practice and provides students with tools and strategies to better engage volunteers.
LEAD 485 | ADVANCED NONPROFIT LEADERSHIP AND MANAGEMENT
Units: 3
Prerequisites: LEAD 352
The purpose of this course is to explore advanced topics in nonprofit administration nationally and internationally. The course will cover: nonprofit law and legal issues, nonprofit governance, boards, and committees; strategic planning and partnerships; membership management; lobbying & advocacy and public policy processes; community outreach; and technology's impact on nonprofit administration. Prerequisite: LEAD 352: Nonprofit Leadership and Management.

LEAD 499 | INDEPENDENT STUDY
Units: 1-3 Repeatability: Yes (Can be repeated for Credit)
Independent study designed for individual student needs. Students must complete the Application for Independent Study or Research form and obtain the signatures of the faculty supervisor, Department Chair, and the Associate Dean prior to registering for the course.