

**LEHMAN COLLEGE
OF THE
CITY UNIVERSITY OF NEW YORK**

**DEPARTMENT OF COUNSELING, LEADERSHIP, LITERACY
AND SPECIAL EDUCATION**

CURRICULUM CHANGE

1. **Type of change:** Experimental Course

2.

Department(s)	CLLSE
Career	<input checked="" type="checkbox"/> Undergraduate <input type="checkbox"/> Graduate
Academic Level	<input checked="" type="checkbox"/> Regular <input type="checkbox"/> Compensatory <input type="checkbox"/> Developmental <input type="checkbox"/> Remedial
Subject Area	Leadership Studies
Course Prefix & Number	EDL 401
Course Title	Foundations of Organizational Leadership
Description	Comprehensive survey of the theoretical frameworks and empirical research defining the field of leadership studies. Emphasis on analyzing organizational leadership and the systemic dynamics of power and influence.
Pre/ Co Requisites	Declared major in Bachelor of Arts or Sciences in Liberal and Interdisciplinary Studies (BLIS)
Credits	4
Hours	4
Liberal Arts	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Course Attribute (e.g. Writing Intensive, WAC, etc)	
General Education Component	<input checked="" type="checkbox"/> Not Applicable <input type="checkbox"/> Required <input type="checkbox"/> English Composition <input type="checkbox"/> Mathematics <input type="checkbox"/> Science <input type="checkbox"/> Flexible <input type="checkbox"/> World Cultures <input type="checkbox"/> US Experience in its Diversity <input type="checkbox"/> Creative Expression <input type="checkbox"/> Individual and Society <input type="checkbox"/> Scientific World

3. Rationale:

The School of Continuing and Professional Studies is proposing a cohort-based Bachelor's degree completion program for working professionals who have earned an AA/S degree, have 60 or more transfer credits, and have met the college's lower-level General Education requirements. Leveraging the Bachelor of Science in Liberal and Interdisciplinary Studies, students will complete a concentration, "Leading Diverse Organizations." Students can complete the major and college option Pathways requirements in one year, allowing most to graduate within 18 months. Leadership Studies has been asked to develop three undergrad courses to pilot that would ultimately be part of this curriculum.

4. Learning Outcomes (By the end of the course students will be expected to):

- Distinguish between and critically evaluate diverse leadership paradigms—including Adaptive, Servant, Transactional, and Transformational models.
- Assess personal leadership competencies and behavioral tendencies using validated instruments (e.g., Northouse's Skills Inventory and Style Questionnaires).
- Construct a formal Leadership Philosophy Statement that integrates core theoretical perspectives with a commitment to ethical practice and organizational stewardship.
- Identify and analyze the intersection between individual core leadership values and organizational mission.
- Analyze own cognitive biases and emotional intelligence markers to understand how internal perceptions shape external leadership behaviors and outcomes.

5. Date of Departmental Approval: March 25, 2026

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Subject Area	Leadership Studies
Course Prefix & Number	EDL 404
Course Title	Strategic Change in Organizations
Description	Principles and practical approaches to managing strategic change in organizations.
Pre/ Co Requisites	Declared major in Bachelor of Arts or Sciences in Liberal and Interdisciplinary Studies (BLIS)
Credits	4
Hours	4
Liberal Arts	<input checked="" type="checkbox"/> Yes [] No
Course Attribute (e.g. Writing Intensive, WAC, etc)	
General Education Component	<input checked="" type="checkbox"/> Not Applicable <input type="checkbox"/> Required <input type="checkbox"/> English Composition <input type="checkbox"/> Mathematics <input type="checkbox"/> Science <input type="checkbox"/> Flexible <input type="checkbox"/> World Cultures <input type="checkbox"/> US Experience in its Diversity <input type="checkbox"/> Creative Expression <input type="checkbox"/> Individual and Society <input type="checkbox"/> Scientific World

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4. Learning Outcomes (By the end of the course students will be expected to):

- Conduct a comprehensive SWOT analysis (Strengths, Weaknesses, Opportunities, Threats) on a professional organization to evaluate its readiness for strategic change.
- Synthesize an organization's mission, vision, and goals to ensure that proposed change initiatives are deeply rooted in the organization's core purpose and values.
- Differentiate between situational change and psychological transition, applying the Bridges Transition Model to mitigate the "marathon effect" and manage organizational endings.
- Develop evidence-based motivational strategies to realign staff with organizational meaning, specifically addressing the psychological needs of individuals in the "Neutral Zone."
- Construct a strategic change plan that creates sustainable systems for long-term organizational renewal and growth.
- Evaluate the social and cultural impact of organizational changes, ensuring that strategic shifts uphold the principles of equity and social responsibility within the community.

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Subject Area	Leadership Studies
Course Prefix & Number	EDL 406
Course Title	Financial Literacy for Leaders
Description	Foundational financial concepts necessary for effective leadership and organizational decision-making with a focus on developing financial literacy through practical application.
Pre/ Co Requisites	Declared major in Bachelor of Arts or Sciences in Liberal and Interdisciplinary Studies (BLIS)
Credits	4
Hours	4
Liberal Arts	<input checked="" type="checkbox"/> Yes [] No
Course Attribute (e.g. Writing Intensive, WAC, etc)	
General Education Component	<input checked="" type="checkbox"/> Not Applicable <input type="checkbox"/> Required <input type="checkbox"/> English Composition <input type="checkbox"/> Mathematics <input type="checkbox"/> Science <input type="checkbox"/> Flexible <input type="checkbox"/> World Cultures <input type="checkbox"/> US Experience in its Diversity <input type="checkbox"/> Creative Expression <input type="checkbox"/> Individual and Society <input type="checkbox"/> Scientific World

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4. Learning Outcomes (By the end of the course students will be expected to):

- Explain why financial literacy is an essential skill for organizational leaders.
- Interpret basic financial documents, including income statements, balance sheets, and financial reports.
- Identify key sources of revenue and major expense categories within nonprofit and corporate organizations.
- Analyze financial information to assess an organization's financial health.
- Develop a basic organizational budget using projected revenue and expense data.
- Evaluate financial challenges faced by organizations and consider potential solutions.
- Apply financial reasoning to leadership decisions that affect organizational sustainability and long-term success.

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