

Major Proposal: *Leadership*  
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Class of 2011

## What is Leadership?

In the words of the late rabbi and therapist, Edwin H. Friedman, “leadership can be thought of as a capacity to define oneself to others in a way that clarifies and expands a vision of the future.” Leadership exists as the bond that holds societies, institutions, businesses, and schools together in harmony. The concept has elicited countless philosophical texts, psychological theories, and political analyses, yet defining the term “leadership” remains a daunting task. Many view leadership as a notion that cannot be described in everyday language, for it is something that simply *is*—an essence or basic nature.

Leadership is often confused with management, but these two concepts are fundamentally different from one another. While management exists to implement established ideas and principles, leadership exists for the formulation of progressive visions for the enhancement and improvement of society. “Leaders sell the tickets for the journey. Managers drive the bus to the destination.” (Anonymous)

Although there are numerous and widely differing definitions given for the concept of leadership, a common thread holds them all together—change.

## Who is a Leader?

According to Faye Wattleton, President of the Center for the Advancement of Women, “whoever is providing leadership needs to be as fresh and thoughtful and reflective as possible to make the best fight.” It is my firm belief that anyone who possesses a desire for societal

improvement can act as a leader. The most effective leaders, however, typically boast key traits such as creativity, passion, vision, intellect, and integrity. Furthermore, being a leader involves balancing the thin line of confidence and humbleness, holding a sound ethical creed lending to the advancement of others without discrimination, and endlessly honing ones interpersonal and communicatory skills. “If your actions inspire others to dream more, learn more, do more, and become more, [then] you are a leader.” (John Quincy Adams).

### Why is Leadership Important?

Picture, if you will, a world with no leaders. There would be no schools because there would be no teachers or administrators. No businesses would exist because there would be nobody to communicate the needs of the community. No government would have been established. Terrifying, isn't it? Why, then, do so many individuals romanticize the notion of anarchy?

Throughout history, there have been a handful of leaders that have left members of modern society with a bad taste in their mouth at any mention of the term. Adolf Hitler, Joseph Stalin, and Omar al-Bashir are just a few salient examples. Power, contrary to what many believe, is not directly related to leadership. Leaders exist at all levels of society and although some do eventually obtain a high degree of power, the fundamental goal of leadership is the advancement and enhancement of the community and its members.

Leadership has become an increasingly necessary field of study in the past century. If anything, learning about what makes an effective leader can help to prevent the presidents, CEOs, congress-people, and community organizers of the future from repeating the mistakes of the past. The future needs leaders who will demand change, reform, and efficiency. Society will progress under their guidance.

## Career Goals

The role of an industrial and organizational (or as it is commonly abbreviated, I/O) psychologist is expansive and vital in our dynamic technological age. I/O psychologists both guide others and help employees to better lead in a business setting. Though many believe that I/O psychologists exist solely to increase productivity and, thus, maximize profit for corporate America, this is simply not the case. Yes, it is true that this is one of the many goals of the field. The most important and emphasized objective, however, is to increase worker satisfaction.

The American employee spends an average of 8.7 hours per day working, an hour more than is both spent sleeping and engaging all other activities combined (US Bureau of Labor Statistics, 2007). It is therefore my personal belief, as well as the belief of the Society of Industrial and Organization Psychologists—SIOP—that psychological health starts at work. Job stress can do numbers on one's well-being, both in a psychological and physiological sense, and I/O psychology can aid in preventing mental and physical illness.

Leadership exists at the heart of I/O psychology. The field both emphasizes and lays the groundwork for change and advancement in the setting with which working Americans are most acquainted. I/O psychologists creatively construct measures of job satisfaction, organize in-services to educate the workplace about issues such as integrity and occupational health, and play the role of the workplace-mediator. They also perform personnel selection in an educated, far less biased fashion than the average manager might, since their immense background in social psychology makes it possible for them to ignore stereotypes and other societal plagues.

Finally, the role of an I/O psychologist provides the fresh perspectives that many businesses lack. As an individual with a doctorate in psychology, this human resources officer is able to view the happenings of a company with a novel perspective and lead its workers with an

entirely different approach than most managers. As Ross Perot so aptly put it, “inventories can be managed, but people must be led.”

### Outline of *Leadership* Major

For the above-listed reasons, I believe that double-majoring in both Psychology and Leadership will aid me in my mission to improve mental health and economic prosperity. Like most liberal arts colleges, Hendrix College does not offer a Leadership major. Though there are doubtlessly many reasons for this, my belief is that this is a positive aspect of our school. Leadership, in the words of former president of ITT, Harold Geneen, “cannot be taught. It can only be learned.”

Leadership is, as Geneen would most likely agree, interdisciplinary in nature. A course that simply carries the title of “Leadership” will likely not teach the valuable tools that one must possess in order to effectively and ethically lead in today’s world. One must shape their own style of leadership instead of succumbing to pre-existing historical trends that, though certainly strong in some areas, have left much to be desired. I have, therefore, outlined the best major that I could imagine in preparation for the manner in which I hope to lead the future of America.

This translation of leadership is a combination of many different areas of study here at Hendrix, all of which play a necessary part in my manifestation of our motto, “unto the whole person.” The foundation of this major consists of Education and Psychology courses, supplemented by courses in Philosophy, Sociology, and a number of possible electives from various departments.

Below is my proposed course schedule, complete with descriptions and a rationale for each individual course. Also included is my proposed capstone experience.

## Major Requirements

At least 12 courses distributed as follows:

- **Education courses (3)**
  - EDUC 210: *History of Education and Effective Teaching Methods* (in progress Spring '09)
  - EDUC 220: *Educational Psychology* (registered Fall '09)
  - EDUC 375\*: *Research and Measurements in Education* (registered Spring '10)
  - EDUC 435\*: *Methods in the Secondary School- Social Studies*
- **Philosophy courses (1)**
  - PHIL 215: *Ethics and Society* (completed Spring '08)
- **Sociology/anthropology courses (1)**
  - SOCI 110: *Introduction to Sociology* (in progress Spring '09)
- **Psychology courses (4)**
  - PSYC 110: *Introduction to Psychology* (completed Fall '07)
  - PSYC 230: *Social Psychology* (completed Spring '08)
  - PSYC 345\*: *Applied Psychology*
  - PSYC 340\*: *Psychological Assessment* (registered Fall '09)
- **Electives / Prospective Courses (2)**
  - ANTH 310\*: *Anthropology and Education*
  - University of Central Arkansas MGMT 2301: *Business Communications*
  - EDUC 400\*: *Topics in Education*
  - University of Arkansas- Little Rock PSYC 3370\*: *Industrial Psychology*
  - University of Arkansas- Little Rock PSYC 4363\*: *Organizational Psychology*
  - University of Arkansas- Little Rock PSYC 4325\*: *Personnel Psychology*
  - POLI 230: *Public Administration*
- **Senior Capstone Independent Study (1)**
  - INTE 499\*: *Independent Study- Leadership*

\* 300 or 400 level course

## Senior Capstone Experience:

- **During the senior year, the student will complete**
  - An internship or volunteer experience amounting to no less than 100 hours that will count as an independent study credit
  - A reflective journal
  - An analytical thesis incorporating learned material with field experiences (minimum of 20 pages, double-spaced)
- **Working in conjunction with the faculty advisors, the student will propose and select her topic in January, 2011.**
- **The grade for this capstone experience will be based on the successful completion of the field experience and journal (20%) and the content and quality of the thesis (80%)**

### **Rationale for individual courses:**

**EDUC 210: *History of Education and Effective Teaching Methods* (in progress Spring '09)**

- To be a good leader, one must know how to convey one's message effectively. This course provides an introduction to teaching, a concept that goes hand-in-hand with leadership.

**EDUC 220: *Educational Psychology* (registered Fall '09)**

- As with EDUC 210, the topics discussed in this course are essential in order for a leader to best approach his or her audience. Knowing how individuals learn and interpret stimuli is invaluable.

**EDUC 375: *Research and Measurements in Education* (registered Spring '10)**

- The topics taught in this research course will come into play daily in my future plans as an Industrial and Organizational Psychologist. The main duty of this career is research.

**EDUC 435: *Methods in the Secondary School- Social Studies***

- Once again, teaching methodology is important to being the best leader that one can be.

**PHIL 215: *Ethics and Society* (completed Spring '08)**

- In our society, leaders are constantly faced with ethical dilemmas. This course provided a historical and philosophical overview of ethics that will assist me in making tough decisions in the future.

**SOCI 110: *Introduction to Sociology* (in progress Spring '09)**

- Society and culture are complex entities. The ways that people interact with social groups and with the world around them are not only interesting, but vital to understand in a future where cultural and social boundaries are constantly changing.

**PSYC 110: *Introduction to Psychology* (completed Fall '07)**

- As with sociology, it is important to understand the way people think, act, and feel. This course provided me with an excellent overview of the human mind that will be helpful in my future leadership.

**PSYC 230: *Social Psychology* (completed Spring '08)**

- The influence of interpersonal interactions on human behavior is necessary to understand since a leader often acts as this influence.

**PSYC 345: *Applied Psychology***

- Applied psychology brings psychological concepts into the light of the real world. It covers topics such as the media, law, and leadership itself.

**PSYC 340: *Psychological Assessment* (registered Fall '09)**

- An important role of an Industrial and Organizational Psychologist is an assessor of individuals within a unit, usually the workplace. Assessment, therefore, is necessary to learn before taking on this responsibility.

**ANTH 310: *Anthropology and Education***

- Cross-cultural examinations of education lend an imperative view to leaders in a nation where cultural boundaries are quickly vanishing.

University of Central Arkansas MGMT 2301: *Business Communications*

- This course, at the University of Central Arkansas addresses communication in a business setting, an obvious responsibility of any corporate leader.

EDUC 400: *Topics in Education*

- Topics in Education addresses important trends and concerns in the realm of US education, many of which can be applied to a leadership role.

University of Arkansas- Little Rock PSYC 3370: *Industrial Psychology*

- Since it is my goal to become an Industrial and Organizational Psychologist, this course will provide me with a necessary introduction to the material that I will be studying in graduate school.

University of Arkansas- Little Rock PSYC 4363: *Organizational Psychology*

- The topics covered in this course are vital to a future Industrial and Organizational Psychologist and include the topic of leadership itself

University of Arkansas- Little Rock PSYC 4325: *Personnel Psychology*

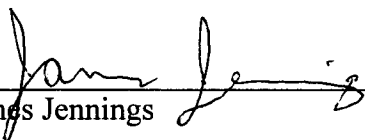
- Topics regarding the analysis and selection of personnel are covered, a major responsibility of an Industrial and Organizational Psychologist

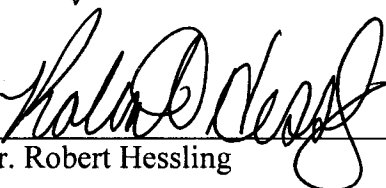
POLI 230: *Public Administration*

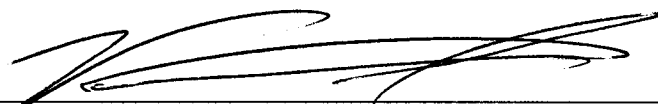
- This course examines important topics to Industrial and Organizational Psychology and leadership in general, focusing on concepts such as personnel, organization, and leadership.

INTE 499: *Independent Study- Leadership*

- This course, which will serve as the senior capstone experience, combines learned material with experiential knowledge in a field experience (with reflective journal) amounting to no less than 100 hours and an analytical thesis.

  
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 Dr. James Jennings 03/26/09  
Date

  
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 Dr. Robert Hessling 3/26/09  
Date

  
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 Victoria Todd 03/26/09  
Date

Victoria Todd  
267504  
Interdisciplinary Studies: *Leadership*

**Amendment to Leadership major:**

▪ **Electives / Prospective Courses (2)**

- ANTH 310\*: *Anthropology and Education*
- University of Central Arkansas MGMT 2301: *Business Communications*
- EDUC 400\*: *Topics in Education*
- University of Arkansas- Little Rock PSYC 3370\*: *Industrial Psychology*
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- University of Arkansas- Little Rock PSYC 4325\*: *Personnel Psychology*
- POLI 230: *Public Administration*

***Add:***

- NCSU PSY 307\*: *Industrial and Organizational Psychology*

\* 300 or 400 level course

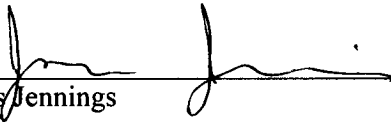
***Rationale:***

North Carolina State University is a top-tier university that is internationally recognized for housing one of the nation's premier Industrial and Organizational Psychology program. Upon submitting my original proposal, I was unaware of the fact that NCSU offers an undergraduate Industrial and Organizational Psychology course during its summer semester. This course would be highly beneficial to my future career plans. Because the course focuses on both aspects of I/O psychology, instead of just one (like the UALR courses) it would allow me to gain the same information while having taken fewer courses outside of Hendrix. Also, due to the fact that I am a North Carolina resident (and NCSU is a public university) this course would be both conveniently located and more financially feasible than comparable courses at UALR and UCA. This course, if allowed, would be taken during the upcoming summer of 2009.

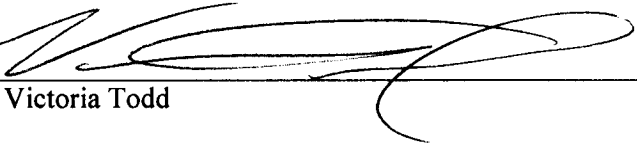
*See original proposal (attached)*



*I approve these changes:*

  
\_\_\_\_\_  
Dr. James Jennings 4-1-09  
Date

  
\_\_\_\_\_  
Dr. Robert Hessling Date

  
\_\_\_\_\_  
Victoria Todd 4/1/09  
Date