SOMS 111 Principles of Academic and Personal Development  
Credits 0-1. 0-1 Lecture Hours.  
Identification of personal goals and learning skills promoting academic and career success; development of personal leadership strengths, styles, motivation and values; personal development planning for self-improvement.  
Prerequisite: Freshman classification or approval of instructor.  

SOMS 180 Survey of Performance Based Training Methods  
Credit 1. 1 Lecture Hour.  
Introduction to performance oriented training methods and techniques; key concepts and generalizations of training and identification of training needs; study of representative theories of workplace training, performance evaluation, and experiential training techniques.  
Prerequisite: Freshman classification or approval of instructor.  

SOMS 181 Developing and Instructing Others  
Credits 0-1. 0-1 Lecture Hours.  
Introduction to leadership, mentoring and instructing others in the specific context of military-style training; survey of basic military performance counseling skills; introduction to subordinate instruction and evaluation techniques.  
Prerequisite: Freshman classification or approval of instructor.  

SOMS 280 Fundamentals of Peer Leadership  
Credit 1. 1 Lecture Hour.  
Introduction to theories of peer leadership when applied to a specific context; fundamentals and techniques of small group communication; performance evaluation; survey of basic supervisory skills.  
Prerequisite: Sophomore classification or approval of instructor.  

SOMS 281 Fundamentals of Intentional Leadership  
Credits 0-1. 0-1 Lecture Hours.  
Exposure to the fundamentals of intentional leadership, deliberate practice, planning and leadership assessment; development of initial personal leadership development plans; alignment of personal and organizational values, vision, mission, purpose and goals toward desired outcomes.  
Prerequisites: Grade of C or better in SOMS 280 or approval of department head or director.  

SOMS 289 Special Topics in...  
Credits 1 to 4. 1 to 4 Lecture Hours.  
Selected topics in an identified area of leadership theory and practice. May be repeated for credit.  
Prerequisites: Freshman or sophomore classification; approval of instructor.  

SOMS 380 Workshop in Leadership Education  
Credits 0-1. 0-1 Lecture Hours.  
The study of leadership theory, intra group relationships, assessment tools for skills development, and techniques for achieving group goals.  
Prerequisite: Junior classification or approval of instructor.  

SOMS 381 Workshop in Leadership Education II  
Credits 0-1. 0-1 Lecture Hours.  
Continuation of SOMS 380. Fundamentals of small group dynamics; interpersonal communication; application of selected leadership theories; interpretation of individual assessments to include personality traits, values, and signature strengths.  
Prerequisites: SOMS 380; junior or senior classification.  

SOMS 382 Seminar in Executive Leadership II  
Credits 0-1. 0-1 Other Hours.  
Continuation of SOMS 381. Discussion of ethical dilemmas in leadership roles; ethical decision-making; personal accountability in organizational settings.  
Prerequisite: SOMS 381 or approval of instructor.  

SOMS 481 Seminar in Executive Leadership  
Credits 0-1. 0-1 Other Hours.  
The study of contemporary leadership issues, organizational effectiveness, problem solving, and decision making.  
Prerequisite: Senior classification or approval of instructor.  

SOMS 485 Directed Studies  
Credits 1 to 4. 1 to 4 Lecture Hours.  
Individual supervision of special readings or assigned projects to promote independent study; program enrichment for capable students; written and oral reports required.  
Prerequisite: Approval of instructor.  

SOMS 486 Seminar in Executive Organizational Leadership  
Credits 3. 3 Other Hours.  
Examination of the leadership demands of executive leaders in organizations; includes roles and responsibilities in executive leadership, creating organizational culture and influencing organizational norms, defining desirable outcomes and results and developing others in a leadership team; the practice of communicating vision and purpose and intentionality toward continuous development as a leader.  
Prerequisite: Senior classification or approval of instructor.  

SOMS 487 Seminar in Ethical Organizational Leadership  
Credits 3. 3 Other Hours.  
Examination of the ethical demands of executive leaders in organizations; includes ethical decision-making in complex situations, ethical philosophies, trust and developing ethical competencies in others; practice making ethical decisions in complex situations and conclude with a culminating exercise for designing, developing and enforcing organizational ethical norms.  
Prerequisite: Senior classification or approval of instructor.  

SOMS 489 Special Topics in...  
Credits 1 to 4. 1 to 4 Lecture Hours.  
Selected topics in an identified area of leadership theory and practice. May be repeated for credit.  
Prerequisites: Junior or senior classification; approval of instructor.