

# SOMS - SCHL OF MILITARY SCIENCES (SOMS)

## 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

**Credits 0-1. 0-1 Lecture Hours.** 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

**Credits 0-1. 0-1 Lecture Hours.** 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 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 482 Seminar in Executive Leadership II

**Credits 0-1. 0-1 Other Hours.** Continuation of SOMS 481. Discussion of ethical dilemmas in leadership roles; ethical decision-making; personal accountability in organizational settings. **Prerequisite:** SOMS 481 or approval of instructor.

## SOMS 485 Directed Studies

**Credits 0 to 4. 0 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.