



University Council

October 13, 2023

UNIVERSITY CURRICULUM COMMITTEE – 2023-2024

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Dear Colleagues:

The attached proposal from the Mary Frances Early College of Education to change the name of the Graduate Certificate in Transformative Leadership to the Graduate Certificate in Complexity Leadership will be an agenda item for the October 20, 2023, Full University Curriculum Committee meeting.

Sincerely,

Susan Sanchez, Chair

cc: Provost S. Jack Hu

Dr. Marisa Pagnattaro

## ACADEMIC PROGRAM NAME CHANGE JUSTIFICATION FORM

**Date:** July 21, 2023

**Department/Division:** Lifelong Education, Administration, and Policy

**School/College/Unit:** Mary Frances Early College of Education

**Proposed Effective Date:** Spring 2024

### ***PROGRAM NAME CHANGES:***

**Current Program Name:** Graduate Certificate in Transformative Leadership

**Current Program CIP:** 52021301

**Proposed Program Name:** Graduate Certificate in Complexity Leadership

**Proposed Program CIP:** 52021301

### ***JUSTIFICATION:***

The Learning, Leadership, and Organization Development (LLOD) program requests to change the name of the Graduate Certificate in Transformational Leadership to the Graduate Certificate in Complexity Leadership. This change better reflects the revisions in LLOD curriculum offerings for the certificate and the intent of the program to prepare leaders to respond to complex and unknown contexts.

The Learning, Leadership, and Organization Development program has continually innovated and reinvented itself to respond to what is emerging in theory, praxis, and response-ability. The Complexity Leadership certificate is the next such response.

The Graduate Certificate in Complexity Leadership aims to decenter the outcomes-focused, goal-driven, performative stance of traditional leadership approaches and instead to center relationality—relationality to oneself, each other, context, and culture. This move invites new ways of forming leaders to become ready for the inevitable unpredictable directions change and evolution take.

## Certificate Intent

- Forming leaders to respond to complex and unknown contexts
- Forming leaders for timely action: Growing capacity to respond to the unknown complexity of an emerging future
- Form leaders who form leaders

## Principles of Signature Pedagogy

The curriculum of the certificate is grounded in complexity science, adult learning and development, systems theory, and change theory. The following principles guide this signature pedagogy:

- Dynamic play of constraints and freedoms in context
- Intentional readying for response-able leader work
- Cultivating capacity to encounter complexity at its threshold
- Inquiring beneath experience to uncover generative knowing
- New languaging of leadership to reflect making way within the paradox of agency
- Complexity as creation of new pathways and new ecologies

## Program of Study

Core Courses
LLOD 8060, Adaptive Leadership LLOD 8205, Leading from Within: Developing Personal and Interpersonal Leadership Capacity LLOD 8230, Leadership in Learning, Leadership and Organization Development LLOD 8610, Advanced Topics in Learning, Leadership and Organization Development; Complexity Leadership LLOD 9800, Practicum in Learning, Leadership and Organization Development

Electives
LLOD 7020, Adult Learning and Instruction, or LLOD 9020, Adult Learning Theory and Research LLOD 8090, Adult Development and Instruction LLOD 8140, Equity and Inclusion in Organizations LLOD 8210, Leading Change in Workplace and Adult Education Organizations LLOD 8300, Organization Development LLOD 8320, Facilitating Group Change and Development

## Documentation of Approval and Notification

**Proposal:** Change the name of the Graduate Certificate in Transformative Leadership to the Graduate Certificate in Complexity Leadership

**College:** Mary Frances Early College of Education

**Department:** Lifelong Education, Administration, and Policy

**Proposed Effective Term:** Spring 2024

### Approvals:

- Mary Frances Early College of Education Associate Dean, Dr. Stacey Neuharth-Pritchett, 8/21/23
- Lifelong Education, Administration, and Policy Department Head, Dr. Kathryn Roulston, 7/26/23
- Graduate School Associate Dean, Dr. Anne Shaffer, 10/12/23