

30 Credits Electives *at least 9 of them are at the upper division level:

Students are encouraged to select courses appropriate to their academic interests and to enhance their preparation as leaders, in addition to three (3) upper level course selections of their choice listed below.

LEAD 301	Principles of Marketing (3) To be developed
LEAD 302	Principles of Management – Diversity in the Workplace (3) To be developed
LEAD 315	Legal Environment of Business (3) (Business Law) To be developed
LEAD 316	Intercultural Communications (3) (GERTA COMM 216) To be developed
LEAD 319	Financial Management & Budgeting (3) To be developed
LEAD 380	Elements of Economics & Development (3)
LEAD 403	Culture, Sovereignty, & Leadership (3)
LEAD 499	Special Topics (3)

Bachelor Courses – Req'd and Electives:

AHU 248/ASTR 151 (3)

A cross-disciplinary study of the practical and spiritual role of the sky in the indigenous cultures of the continental Americas. Astronomical and meteorological-inspired art, architecture, and mythologies will be examined, with special emphasis on Anishinaabe Star Knowledge.

ACCT 207 Managerial Accounting (3)

Course is designed for non-accounting majors. Coverage includes the application of accounting concepts and techniques to managerial problems of planning, control, and decision making. (GERTA)

POLS 310 American Indian Legal Systems (3)

Introduces students to American Indian Law as structured by tribal cultural traditions, tribal governments, the federal government's branches and state activities. Students will study the origins of law, the federal definitions of the relationships of tribal law to federal laws and analyze key legal processes at tribal and federal levels. Students will learn the origins and limitations of the exercise of tribal sovereignty established by federal courts and laws. Key case law and legislation will be examined. Students will understand the powers of tribal governments and the framework of tribal legal systems.

LEAD 305 Program and Grant Management (3)

Designed to build and prepare students' foundation of knowledge, tools and techniques needed to efficiently manage project resources, time, money and capacity. Emphasis will be placed upon the knowledge and skills required to lead effective projects that engage Tribal community members, revitalize Tribal culture and support healthy and sustainable Tribal communities. Visioning, initiating, planning, and execution of project management will be covered in-depth. Concepts and methods for providing financial and program accountability of public and private funds will be included; incorporating the research and application of such funding sources, information on the valuation process, along with the outcomes and the methods used for reporting to the project manager, the funding sources and to the community. This includes management of grants, grant budgets, and program reporting.

325
LEAD 320 Administration & Human Resource Management (3)

Includes the principles of the Human Resource function in Tribal businesses, community organizations, and governments. Studies the interaction of federal, state, and Tribal employment law and how it is applied in specific situations. Also examines the dispute resolution process between employers and employees under Tribal jurisdiction.

LEAD 404 Ethics & Leadership (3)

Uses an interdisciplinary approach to deepen and broaden student's learning about theories, models, and constructs related to the study and practice of ethics and leadership. Teaches students to develop ethical decision making strategies, communicate effectively in diverse group settings, value civic engagement and actively apply ethical leadership skills. Includes experiential learning activities and discussions that connect formal knowledge with real world experiences.

* Program Assessment
LEAD 457 Capstone: Internship/Civic Engagement (3) 30 hrs per credit

Taken during the last two semesters of a student's program of study. Students will learn research methodology, conduct research, conduct due diligence, and fully develop a business plan for a commercial business, casino management, operational plan, or a public non-profit community based organization. *Pre-Requisite: LEAD 320 Internship in Leadership*

LEAD 385 Native Nation Rebuilding (3)

Surveys the nation-rebuilding efforts of Native nations today, and compares and contrasts the two approaches to economic and community development that they typically pursue. It presents the five critical keys to successful nation-building and begins to explore why each of these keys are so important to sustainable economic and community development. The basic political and socioeconomic challenges facing Native nations today; Why the Standard Approach is a failed recipe for successful Native nation building; The five components of the Nation-Building Approach; Why Native nations who choose this approach are better able to achieve their development goals.

LEAD 301 Principles of Marketing (3)

Provides comprehensive content and information that inform marketing practices. Presents components of an overall strategic marketing model. Explores marketing and themes unique to Native-owned businesses operating in Indian Country, including, but not limited to, marketing for hospitality, casinos, and tourism. *Pre-Requisite: ECON 110 Elements of Economics/Tribal Economic Development*

LEAD 302 Principles of Management – Diversity in the Workplace (3)

Covers issues involved in multi-cultural organizations, including developing consensus with organization for valuing diversity, relationship building, communicating across cultures, and managing people in different genders, races, and cultures with an emphasis on diversity as it pertains to Native American people in the workforce. Issues of stereotype, bias, and resistance are examined from both a personal and organizational perspective with an emphasis on making meaningful contributions to diversity initiatives and organizations.

LEAD 315 Legal Environment of Business (3) (Business Law)

Principles of law as they apply to business, including history, contracts, law of agencies, rights and duties of employer and employee, negotiable instruments, personal property, insurance, conditional sales, partnership, corporations, real property and security relations.

LEAD 316 Intercultural Communications (3) (GERTA COMM 216)

Junior-level writing course that assists students with developing the communication skills needed by professionals working in indigenous communities and organizations. Students will develop skills in writing any of the following: policy, business plans, environmental impact statements, research reports, grants, and other documents as required. They will also develop oral and non-verbal communication skills which will focus on culturally sensitive communication.

LEAD 319 Financial Management & Budgeting (3)

Introduces students to the principles and applications of financial decision-making in non-profit and profit oriented organizations. Topics include a summary of financial markets and institutions, calculations and analysis of financial performance using various financial tools, and evaluation of the use of financing in various business scenarios.

**LEAD
ECON 380 Elements of Economics & Development (3)**

Combines an introduction to major schools of economic theory with analysis of development as a subfield. Case studies focusing on the application of theory to tribal development supplement the theory studies. Schools studied include Austrian, Neoclassical, Chicago Macroeconomics, Keynesian, Post-Keynesian, Evolutionary and Marxian-Radical. The subfields of Welfare Economics and of Development Theory receive attention. Case studies are drawn from reservation-based research completed over the past several decades by the Harvard Project on American Indian Economic Development.

Applies the five critical keys to successful nation building, and begins to explore why each of these keys is so important to sustainable economic and community development. It examines the challenges that Native nations face in building diversified, sustainable economies and the ways some nations have overcome those challenges.

Explores what a nation needs to create an environment that fosters successful nation-owned and citizen-owned businesses. *Pre-Requisite: ECON 110 Elements of Economics/Tribal Economic Development (3)*

LEAD 403 Culture, Sovereignty, & Leadership (3)

An interdisciplinary leadership management examination of the interrelationship between culture, tribal sovereignty, and the current law affecting land tenure and sovereignty as each affects leadership actions. Theories of sovereignty, the history of tribal sovereignty antedating the United States and continuing to the present, and federal law and policy are studied. Tribal government and individual land ownership is a constant in the application of leadership in Indian Country. Prerequisites: Indian Law; Leadership Theory and Concepts