APPROVAL FORM FOR

DEGREE PROGRAMS

MISSISSIPPI STATE UNIVERSITY

NOTE: This form is a cover sheet that must accompany the degree program change proposal. The actual proposal should be prepared in accordance with format requirements provided in the *Guide and Format for Curriculum Proposals* published by the UCCC. Both cover sheet and proposal should be submitted to UCCC Mail Stop 9702 (281 Garner Hall), Phone: 325-9410.

College College of Professional and Continuing Studies **Department:** Professional Studies

Contact Person: Kenna Vowell **Mail Stop:** 9634 **E-mail:** kenna.vowell@msstate.edu

Nature of Change: Addition **Date Initiated:** 01/04/2024

Current Degree Program Name: N/A

Current Major: N/A

Current Concentration(s): N/A

Current Campus(es): Starkville

New Degree Program Name: Extreme Leadership Certificate **Effective Date:** 06/03/24

Semester	Year
Summer	2024

Proposed Major:

Proposed Concentration(s):

Proposed Campus(es): Starkville & Distance

Summary of Proposed Changes:

The college of Professional and Continuing Studies is adding a graduate certificate program, Extreme Leadership. This program will be offered Campus 1 and 5, and will be a collaboration with Echelon Front.

Approved: **Date: (Day/Month/Year)**

Department Head — 03/01/2024

Director of Academic Quality — 1/10/24

Kenna S. Vowell
Chair, College or School Curriculum Committee — 03/01/2024

Susan Seal
Dean of College or School — 04/01/2024

Chair, University Committee on Courses and Curricula

Chair, Graduate Council (if applicable)

Chair, Deans Council

INTENT TO OFFER, MODIFY, OR DELETE A CERTIFICATE PROGRAM

Institutional Request Form – Appendix 16
(Submit in PDF format with signatures.)

Institution:	Mississippi State University
Date of anticipated implementation:	June 2024
Notification of intent to:	☒Offer a certificate ☐Modify an existing certificate ☐Delete a certificate
Certificate title as it will appear on Academic Program Inventory:	Extreme Leadership Certificate
Six-digit CIP code (and four-digit IHL sequence code if this is a modification or deletion):	52.0213
Total credit hours:	12
Unit head:	Kenna Vowell, Ph.D.
Phone:	662-325-1494
Email:	kenna.vowell@msstate.edu

OFFERING or MODIFYING a certificate - *Complete this section if the intent is to offer or modify a certificate.*

Vocational certificate:	☒Yes	☐No
Credit-bearing program:	☒Yes	☐No
Title IV financial aid eligible:	☒Yes	☐No

Which of the following best describes this certificate program?

☐ **Pre-Baccalaureate (Less than 1 Year)** - Undergraduate program with duration of less than one academic year; designed for completion in less than 30 credit hours

☐ **Pre-Baccalaureate (At Least 1 Year)** - Undergraduate program with duration of at least 1 year; designed for completion in at least 30 hours; does not meet requirements for associate or bachelor's degrees

☒ **Post-Baccalaureate** - Program designed beyond the baccalaureate degree but does not meet the requirements for a master's degree

☐ **Post-Master's** - Program designed beyond the master's degree but does not meet the requirements for a doctoral degree

☐ **Other** - Other certificate program not meeting one of the four criteria above

Program summary:

The Extreme Leadership Certificate is a post-baccalaureate certificate that will be offered through the College of Professional and Continuing Studies at Mississippi State. The certificate will be a partnership with Echelon Front, a leadership consultant company led by Jocko Willink and Leif Babin, authors of the book "Extreme Ownership". The program will consist of four courses designed to provide students with a comprehensive understanding of how to be effective and transformational leaders in a variety of organizations including the military, non-profit organizations, government entities, and corporations. The certificate prepares students for upward mobility in the following careers: military officers, directors in non-profit organizations, leaders in religious organizations, project managers, educational consultants, public managers, and leaders in private corporations.

The following courses will comprise the curriculum:

- PCS 6343 Foundations of Org. Leadership
- PCS 6313 Organizational Culture
- PCS 6323 Effective Organizational Discourse
- PCS 6333 Dichotomies of Leadership

Chief Academic Officer Signature – Date

Institutional Executive Officer Signature – Date

Extreme Leadership Certificate - Program Outcome Mapping

Program Level Outcome	
PLO 1: Apply the core leadership principles established by Echelon Front to real-world scenarios.	
Course Level Outcome:	**Assessments:**
PCS 6343: CLO1– Utilize the Extreme Ownership Framework in various scenarios.	Role-Play Activities – Students will role-play complex scenarios that commonly occur in the workplace.
PCS 6333: CLO4 – Synthesize theoretical concepts to address real-world leadership challenges in their field.	Case Studies – Students will analyze case studies and apply leadership principles to propose solutions.
Program Level Outcome	
PLO 2: Analyze complex organizational challenges and use Echelon Front leadership strategies to propose solutions.	
Course Level Outcome:	**Assessments:**
PCS 6333: CLO2: Identify strategies for balancing their teams.	Leadership Challenge Project - Students will solve a complex leadership problem using Echelon Front principles.
PCS 6313: CLO1 – Explain how culture contributes to organizational challenges and success.	Culture Comparison Paper – Students will write a paper analyzing strong and toxic organizational cultures.
Program Level Outcome:	
PLO3: Critically assess existing leadership practices within organizational contexts and propose strategic enhancements.	
Course Level Outcome:	**Assessments:**
PCS 6323: CLO1: Assess the impact of miscommunication within an organization.	Miscommunication Impact Case Study – Students will analyze a case study focused on the impact of miscommunication.
PCS 6343: CLO2: Analyze the effects of decision-making in leadership.	Leadership Analysis Paper - Students will analyze leadership practices in accordance with the Echelon Front principles.

Justification for Program: This certificate was created in order to be directly aligned with the unique leadership requirements of military personnel and to be applicable to working adults seeking career advancement. Rooted in the proven principles and frameworks established by Echelon Front, which have demonstrated adaptability across diverse professional settings, the program caters to both military and civilian leadership roles. By acknowledging the time constraints of working adults and offering a flexible curriculum, the program addresses the needs of individuals seeking career progression without disrupting their current employment. The emphasis on practical application ensures that graduates can immediately implement Echelon Front leadership principles, contributing to improved decision-making, accountability, and organizational success. Furthermore, the certificate serves as a recognized credential, enhancing participants' resumes and positioning them for leadership roles within their respective fields. Overall, this program strategically meets the demands of its target audience, providing a valuable opportunity for professional development and credentialing in the dynamic landscape of leadership.

MISSISSIPPI STATE UNIVERSITY™
COLLEGE OF PROFESSIONAL AND
CONTINUING STUDIES

365 Barr Avenue
P.O. Box 5247
Mississippi State, MS 39762

January 10, 2024

To: University Committee on Courses and Curricula

Re: New Program Addition; Extreme Leadership Graduate Certificate

The College of Professional and Continuing Studies Curriculum Committee affirm support for the addition of the program, Extreme Leadership certificate, , to be taught in our college.

Please let the committee know if there are any questions or concerns.

Sincerely,

Kenna Vowell

Kenna Vowell, Ph.D., Instructor, Committee Chair

Sean M. Owen

Sean Owen, Ph.D., Associate Dean/Research Professor

Kali Dunlap

Kali Dunlap, Instructor