

# LEADERSHIP, ETHICS AND ORGANIZATIONAL SUSTAINABILITY MAJOR

The Leadership, Ethics, and Organizational Sustainability (LEO) major develops thoughtful, ethically-grounded, and broad-minded leaders who enable businesses to serve the common good. The major includes several components, including leadership, social responsibility, ethics, justice, stakeholder management, and systems thinking; these aspects all focus on helping students learn how business and organizations can be forces for good in society. The LEO major helps students learn leadership for the greater good, which involves an awareness of and striving for success as defined by the the triple bottom line of people, planet, and profit. This triple bottom line encompasses the need for developing shared value that generates sustainable profit, provides for human well-being, and consciously stewards natural resources.

## Learning Goals and Outcomes

**Goal 1:** Communication - Students will develop the self-assessment, perspective-taking, and emotional intelligence skills essential to communicate and lead effectively with stakeholders

**Goal 2:** Critical Thinking and Inquiry – Students will understand and be able to apply core theories of business ethics (e.g., utilitarianism and rights theory)

**Goal 3:** Ethics, Social Justice, and Ignatian Values – Students will Develop self-knowledge and agency as a leader committed to ethically engaging with stakeholders and championing economic, social, and climate justice (e.g., United Nations Sustainable Development Goals [SDGs])

**Goal 4:** Global/Diversity - Students will understand the Triple Bottom Line (i.e., People, Planet, and Profit) approach to sustainability and use it to inform decision-making

**Goal 5:** Leadership - Students will understand and be able to apply core theories and skills of leadership (e.g., servant leadership and emotional intelligence)

**Goal 6:** Discipline or Program Specific Competencies - Students will Identify the actors and interdependencies in the systemic stakeholder web and balance the interests of multiple stakeholders in the context of leading for sustainable development

## Requirements

The traditional undergraduate programs includes a minimum of 120 credits distributed across three components: A General Education component divided into Signature Courses, Variable Courses, and an Integrative Learning requirement; a Major and Divisional component; and Free Electives. In addition to course requirements as specified in each area, students must complete one certified course in each of the following overlay areas<sup>1</sup>:

1. Diversity, Globalization or Non-western Area Studies,
2. Ethics Intensive
3. Writing Intensive, and
4. Diversity

<sup>1</sup> Overlay requirements are part of the 120 credit requirements

## General Education Signature Courses

See this page about Signature courses (<https://academiccatalog.sju.edu/curricula/#signature>).

## General Education Variable Courses

See this page about Variable courses (<https://academiccatalog.sju.edu/curricula/#variable>). Six to Nine courses

## General Education Overlays

See this page about Overlays (<https://academiccatalog.sju.edu/curricula/#overlay>).

## General Education Integrative Learning Component

See this page about Integrative Learning Component (<https://academiccatalog.sju.edu/curricula/#integrative-learning>). Three courses:

In no case may an ILC course be double counted towards completing other requirements of the Leadership, Ethics and Organizational Sustainability major.

1. Check the current Academic Catalog for any pre-requisites to the courses. You are responsible to complete any necessary pre-requisites.
2. Check the Course Schedule for overlays as many ILCs are approved overlay courses.
3. Check with the appropriate department for course scheduling as not all courses are offered every semester.

Code	Title	Hours
<b>Required of all HSB Students</b>		
ECN 102	Introductory Economics Macro	3
Select two from the following areas:		6
<b>Economics</b>		
ECN 321	International Trade	
ECN 322	International Macroeconomics	
ECN 330	Economics of Labor	
ECN 360	Industrial Organization	
ECN 365	Game Theory	
ECN 370	Economic Development	
ECN 375	Environmental Economics	
ECN 390	The Economics of Healthcare	
ECN 410	Econometrics	
ECN 415	Economic Forecasting	
ECN 475	Asian Economies	
ECN 477	Chinese Economics	
ECN 480	Econ of Poverty & Income Dist	
ECN 482	Latin American Economies	
ECN 484	Race and the Economy	
<b>English</b>		
ENG 206	Public Speaking & Presentation	
ENG 263	Writing for Organizations	

ENG 267	Negotiations, Writing&Conflict
ENG 426	Nature & Environmental Writing
<b>Philosophy</b>	
PHL 258	The Authentic Self
PHL 264	Topics in Moral Psychology
PHL 326	Philosophy of Sports
<b>Political Science</b>	
POL 111	Intro to American Politics
POL 113	Intro to Comparative Politics
POL 115	Intro to Global Politics
POL 117	Intro to Political Thought
POL 309	Advising and Advocacy
POL 310	Constitutional Politics
POL 311	Const Law:Rights & Civil Lib
POL 313	Public Policy
POL 323	Women and American Politics
POL 324	Race & Ethnic Politics in U.S.
POL 326	Protesting Inequality
POL 331	Latin American Politics
POL 333	Asian Democ at the Crossroads
POL 334	Understanding Putin's Russia
POL 340	Political Geography
POL 352	Global Political Economy
POL 367	Ethics inInternational Affairs
POL 368	Sex & Power around the World
<b>Psychology</b>	
PSY 100	Introductory Psychology
PSY 123	Psychology of Men and Women
PSY 126	Psychology of Culture
PSY 127	Behavioral Economics
PSY 129	Industrial/Organizational Psyc
PSY 200	Personality Psychology
PSY 230	Social Psychology
PSY 234	Psychology of the Self
PSY 235	Psychology of Gender
<b>Sociology</b>	
SOC 101	Intro to Sociology
SOC 102	Social Problems
SOC 205	Ethnic & Minority Relations
SOC 208	Sociology of Gender
SOC 211	Classical Sociological Theory
SOC 253	Race and Social Justice
SOC 262	White Collar Crime
SOC 316	Fair Trade Coffee: Study Tour
SOC 335	Classes and Power in US
SOC 345	Law and Social Policy
SOC 349	Poverty Ethics & Social Policy
SOC 363	Race Relations in Philadelphia

## Business Foundation

Ten courses, including:

Code	Title	Hours
ACC 101	Concepts of Financial Acct	3
ACC 102	Managerial Accounting	3
DSS 100	Excel Competency	1
DSS 200	Intro to Information Systems	3
DSS 210	Business Statistics	3
DSS 220	Business Analytics	3
FIN 200	Intro to Finance	3
or FIN 225	Fund of Quantitative Finance	
MGT 110	Essent'ls of Organzational Beh	3
or MGT 120	Essentials of Management	
MGT 360	Legal Environment of Business	3
MKT 201	Principles of Marketing	3
BUS 495	Business Strategy <sup>1</sup>	3
or ACC 423	Accounting Control Systems	
<b>Total Hours</b>		<b>31</b>

<sup>1</sup> Accounting Majors can choose between ACC 423 and BUS BUS 495

## Major Requirements

Code	Title	Hours
<b>Required Courses</b>		
MGT 210	Business Stakeholders & Ethics <sup>1</sup>	3
MGT 211	Perspectives on Leadership	3
MGT 212	Organizational Sustainability	3
MGT 415	Applied Ldrshp & Sustain Capst	3
<b>Major Electives</b>		
Select two of the following:		6
MGT 220	Intro Human Resource Managemen	
MGT 221	Diversity in the Workplace	
MGT 222	Influence,Negotiation&Conflict	
MGT 230	Intro:Entrepreneur/New Venture	
MGT 310	Breaking News in Bus. Ethics	
MGT 311	Leading Teams	
MGT 321	International Talent Mgt	
MGT 322	Decision Making w/ Analytics	
MGT 330	Social Enterprise & Soc Change	
MGT 365	Employment and Labor Law	
IBU 210	Intro International Business	
FIN 310	Sustainable Finance	
or DSS 321	Project Management	
or MKT 304	Principles of Selling	
or MKT 313	Ethics in Marketing	
or HAD 201	Intro to Healthcare Admin	
<b>Total Hours</b>		<b>18</b>

<sup>1</sup> Students who have taken PHL 320 should not take MGT 210; another major elective will be taken instead

## Free Electives

Six courses