

# Program Change Request

EP.26.147\_FINAL

Approved by EP 03/30/2026

## New Proposal

Date Submitted: 02/19/26 1:10 pm

Viewing: : **Military Leadership Minor, UG**

Last edit: 04/01/26 8:37 am

Changes proposed by: Brianna Gregg

### In Workflow

1. U Program Review
2. 1342-ALEC  
Committee Chair
3. 1342-ALEC Head
4. KL Committee Chair
5. KL Dean
6. University Librarian
7. COTE Programs
8. Provost
9. Senate EPC
10. Senate
11. U Senate Conf
12. Board of Trustees
13. IBHE
14. HLC
15. Catalog Editor
16. DMI

### Approval Path

1. 05/22/25 2:28 pm  
Emily Stuby  
(eastuby): Rollback  
to Initiator
2. 03/02/26 10:37 am  
Brianna Vargas-  
Gonzalez (bv4):  
Approved for U  
Program Review
3. 03/02/26 2:28 pm  
Gary Ochs  
(garyochs):  
Approved for 1342-  
ALEC Committee  
Chair

- 4. 03/02/26 2:49 pm  
Anna Ball (aball):  
Approved for 1342-  
ALEC Head
- 5. 03/06/26 4:02 pm  
Brianna Gregg  
(bjgray2): Approved  
for KL Committee  
Chair
- 6. 03/09/26 9:04 am  
Anna Ball (aball):  
Approved for KL  
Dean
- 7. 03/09/26 9:38 am  
Tom Teper (tteper):  
Approved for  
University Librarian
- 8. 03/09/26 9:40 am  
Suzanne Lee  
(suzannel):  
Approved for COTE  
Programs
- 9. 03/11/26 12:50 pm  
Brooke Newell  
(bsnewell):  
Approved for  
Provost

## Proposal Type

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Proposal Type:           Minor (ex. European Union Studies)

## Administration Details

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Official Program        Military Leadership Minor, UG  
Name

Diploma Title

Sponsor College       Agr, Consumer, & Env Sciences

Sponsor	Agricultural Leadership Education &	
Department	Communication Program	
Sponsor Name	Jenn Smist	
Sponsor Email	jsmist@illinois.edu	
College Contact	Brianna Gregg	College Contact Email
	bjgray2@illinois.edu	
College Budget Officer	Nick Unser	
College Budget Officer Email	nicku@illinois.edu	

If additional stakeholders other than the Sponsor and College Contacts listed above should be contacted if questions during the review process arise, please list them here.

David Rosch (dmrosch@illinois.edu)

Does this program have inter-departmental administration?

No

### Effective Catalog Term

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Effective Catalog Term      Fall 2026

Effective Catalog              2026-2027

### Proposal Title

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Proposal Title (either Establish/Revise/Eliminate the Degree Name in Program Name in the College of XXXX, i.e., Establish the Bachelor of Science in Entomology in the College of Liberal Arts and Sciences, include the Graduate College for Grad Programs)

Establish the Undergraduate Minor in Military Leadership in the College of Agricultural, Consumer and Environmental Sciences

Does this proposal have any related proposals that will also be revised at this time and the programs depend on each other? Consider Majors, Minors, Concentrations & Joint Programs in your department. Please know that this information is used administratively to move related proposals through workflow efficiently and together as needed. Format your response like the following "This BS proposal (key 567) is related to the Concentration A proposal (key 145)"

## Program Justification

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Provide a brief justification of the program, including highlights of the program objectives, and the careers, occupations, or further educational opportunities for which the program will prepare graduates, when appropriate.

The Minor in Military Leadership is designed as a partnership between the Agricultural Leadership, Education, and Communications (ALEC) Program in the College of ACES and the four ROTC programs at the University of Illinois. The goal of the Minor is to provide students in the Reserve Officer Training Corps (ROTC), or others interested in officer-level careers in armed forces, a theoretical background in leadership theories and concepts combined with context-specific training and development within one of the four ROTC programs at the University of Illinois (Army, Navy, Air Force, Marines). Doing so will provide future officers in these branches of the U.S. military a stronger academic and professional training experience, as well as secondarily will serve as a potential recruitment tool for those branches. Currently, students who complete ROTC courses are not able to use these courses as more than free electives in their academic majors; establishing this Minor will provide a formal recognition of their academic work.

As it is open to all students regardless of ROTC engagement, the Minor supports university-wide goals of developing civic-minded, service-oriented leaders. Students who complete the minor will be prepared for careers in military service as commissioned officers, as well as for leadership roles in federal agencies, emergency management, public service, law enforcement, and other civilian professions requiring strong ethical decision-making, resilience, and team-based leadership. The minor will also support students interested in pursuing graduate education in public administration, international affairs, or leadership studies.

Please include how the proposed minor requires some depth in the subject, but not as extensive as the major.

The proposed minor requires students to complete a minimum of 18 total credits. All students would complete two foundational courses in leadership theories and concepts (one focused on individual capacities of leaders and the other focused on team dynamics) – along with a short, sequenced set of branch-specific courses covering leadership theory applied to military contexts, tactical operations, ethics, and military doctrine. While substantive, these requirements do not rise to the scope and depth of an academic major.

## Instructional Resources

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Will there be any reduction in other course offerings, programs or concentrations by your department as a result of this new program/proposed change?

No

Does this new program/proposed change result in the replacement of another program?

No

Does the program include other courses/subjects outside of the sponsoring department impacted by the creation/revision of this program? If Yes is selected, indicate the appropriate courses and attach the letter of support/acknowledgement.

Yes

Courses outside of the sponsoring department/interdisciplinary departments:

MILS 201 - Leadership and Ethics  
MILS 202 - Leadership and Teamwork  
MILS 301 - Tng Mgmt/Warfighting  
MILS 302 - Leadership and Ethics  
MILS 341 - Leadership and Management  
MILS 342 - Officership  
AFAS 221 - Team & Leader Fundamentals I  
AFAS 222 - Team & Leader Fundamentals II  
AFAS 331 - Lead People & Effective Com I  
AFAS 332 - Lead People & Effective Com II  
AFAS 341 - Nat Sec Afrs/Prep Actv Duty I  
AFAS 342 - Nat Sec Afrs/Prep Actv Duty II  
NS 204 - Navigation/Naval Operations I

NS 303 - Leadership and Management

NS 307 - Navigation/Naval Operations II

NS 308 - Leadership and Ethics

NS 321 - Evolution of Warfare

NS 323 - Maneuver Warfare Fundamentals

Please attach any  
letters of support/  
acknowledgement  
for any

[MILS Army - Support for the Minor in Military Leadership.pdf](#)

[NS - Support for the Minor in Military Leadership.pdf](#)

[AFAS - Support for the Minor in Military Leadership.pdf](#)

[Letter of support for ACES Military Leadership Minor.pdf](#)

Instructional  
Resources.

Consider faculty,  
students, and/or  
other impacted  
units as  
appropriate.

## Program Features

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Academic Level      Undergraduate

Is this minor?

An interdisciplinary study focusing on a single theme

Is this program part of an ISBE approved licensure program?

No

Will specialized accreditation be sought for this program?

No

Other than certification via the students' degree audits, is there any additional planned mechanism to award/honor successful completion of the minor?

No

Does this program prepare graduates for entry into a career or profession that is regulated by the State of Illinois?

No

## Program of Study

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An undergraduate minor should consist of at least 16 - and no more than 21 hours - of course work, with at least 6 hours of 300- or 400- level courses. Except for clearly remedial offerings, prerequisite courses within the sponsoring unit count towards the total; prerequisite courses outside the sponsoring unit do not count toward this total. The unit sponsoring the minor and that unit's college may set educationally necessary prerequisites for eligibility for the minor within these constraints. Does this proposal meet these criteria?

Yes

Attach Program of Study related information here. [Proposed Program of Study Table\\_Military Leadership Minor, UG\(2\).xlsx](#)

## Catalog Page Text - Overview Tab

### Catalog Page Overview Text

The Minor in Military Leadership offers students a structured pathway to explore leadership, ethics, military history, and national security through a series of progressive, hands-on courses designed to prepare students for officer roles in the U.S. military. Open to all undergraduates, the Minor is anchored by leadership theory and development courses in the Agricultural Leadership, Education, and Communications (ALEC) Program and includes pathways for all four branches of the U.S. military through the campus ROTC curriculum. Whether students pursue a military commission or simply want to enhance their leadership skills and civic understanding, this minor prepares them for service-oriented careers in both military and civilian sectors.

Statement for  
Programs of Study  
Catalog

<b>Required Coursework:</b>	<b>6</b>
<a href="#">LEAD 260</a> Foundations of Leadership	
<a href="#">LEAD 425</a> Leading Teams	
<b>Elective Coursework (choose one of the four military branches):</b>	<b>12-14</b>
Air Force (all courses are required):	14
<a href="#">AFAS 221</a> Team and Leadership Fundamentals I	
<a href="#">AFAS 222</a> Team and Leadership Fundamentals II	
<a href="#">AFAS 331</a> Leading People and Effective Communication I	
<a href="#">AFAS 332</a> Leading People and Effective Communication II	

<a href="#">AFAS 341</a>	Nat Sec Afrs/Prep Actv Duty I	
<a href="#">AFAS 342</a>	Nat Sec Afrs/Prep Actv Duty II	
Army (select 13 hours from the following):		13
<a href="#">MILS 201</a>	Leadership and Ethics	
<a href="#">MILS 202</a>	Leadership and Teamwork	
<a href="#">MILS 301</a>	Training Management and the Warfighting Functions	
<a href="#">MILS 302</a>	Leadership and Ethics	
<a href="#">MILS 341</a>	Leadership and Management	
<a href="#">MILS 342</a>	Officership	
Navy (all courses are required):		12
<a href="#">NS 204</a>	Navigation/Naval Operations I	
<a href="#">NS 303</a>	Leadership and Management	
<a href="#">NS 307</a>	Navigation/Naval Operations II	
<a href="#">NS 308</a>	Leadership and Ethics	
Marines (all courses are required):		12
<a href="#">NS 303</a>	Leadership and Management	
<a href="#">NS 308</a>	Leadership and Ethics	
<a href="#">NS 321</a>	Evolution of Warfare	
<a href="#">NS 323</a>	Maneuver Warfare Fundamentals	
<b>Total Hours</b>		<b>18</b>

## Program Regulation and Assessment

### Plan to Assess and Improve Student Learning

*Illinois Administrative Code: 1050.30(b)(1)(D) Provision is made for guidance and counseling of students, evaluations of student performance, continuous monitoring of progress of students toward their degree objectives and appropriate academic record keeping.*

## Student Learning Outcomes

Upon completion of the program, students will be able to:

1. Understand fundamental leadership theory to serve as leaders themselves and in managing professional teams across a variety of contexts.
2. Understand the history, structure, culture, and values of the U.S. military and its relationship with a democratic society.
2. Develop foundational skills in fieldcraft and squad-level team building.
3. Possess enhanced individual and collective leadership skills and competencies.
4. Apply ROTC values and understand the importance of the officer's role in leading change.
5. Demonstrate a character grounded in commitment and discipline—ethically, academically, physically, and socially.
6. Exhibit problem-solving, critical thinking, and analytical skills.

Describe how, when, and where these learning outcomes will be assessed.

Describe here:

Student learning outcomes across the Military Leadership minor will be assessed systematically through both course-level and end-of-program measures. Assessment will occur in the classroom via direct evaluation of student performance and externally through stakeholder feedback mechanisms.

**Systematic Evaluation:** Assessment is embedded throughout the minor, beginning with more introductory courses (e.g., 200-level ROTC courses) and continuing through advanced-level courses. Each course includes formative and summative assessments aligned with stated lesson outcomes. Capstone-level assessments occur in several courses across all four elective branches.

**Multiple, Discipline-Appropriate Measures:** Courses incorporate written exams, research papers, oral briefings, peer-reviewed presentations, map navigation practicums, leadership evaluations, and reflective writing. These are tailored to military and academic standards and support cadet development as future officers and informed citizens.

**Direct Measures:** Core competencies are directly assessed through practical exercises, graded briefings, midterm/final exams, and evaluated leadership labs. MS IV cadets are also evaluated against Army Leadership Requirements via the Leadership Development Program (LDP), which includes rubrics tied to national ROTC standards.

**Indirect Measures:** Stakeholder feedback is gathered through end-of-course student evaluations, peer feedback, and informal interviews with current cadets and alumni. Career placement, commissioning rates, and Advanced Camp performance data are also tracked annually.

Together, these assessment mechanisms ensure the Military Science Minor fosters academic excellence, leadership development, and intellectual engagement consistent with the missions of both the University of Illinois and the U.S. military.

Identify faculty expectations for students' achievement of each of the stated student learning outcomes. What score, rating, or level of expertise will signify that students have met each outcome? Provide rating rubrics as necessary.

Faculty expect students enrolled in the Military Leadership minor to meet clearly defined academic and professional benchmarks. Achievement of student learning outcomes is evaluated using standardized scoring criteria, performance rubrics, and proficiency thresholds that reflect both university and Army ROTC standards.

Within the two required ALEC courses, students will be expected to pass these two courses, similar to students enrolled in the ALEC major.

The following expectations are already embedded in all ROTC courses:

**Written Assignments & Exams:** Students are expected to earn a minimum score of 80% (B level or higher) on graded exams, written papers, and quizzes aligned to course outcomes. Rubrics emphasize comprehension, clarity, argumentation, and integration of historical/military concepts.

**Oral Briefings & Presentations:** Students must demonstrate effective communication, command presence, and content mastery. Presentations are assessed using a 4-point rubric (Excellent, Proficient, Developing, Needs Improvement), with "Proficient" (3/4) required to meet outcome expectations.

**Leadership Labs & Practical Exercises:** For courses that include field-based instruction (e.g., map reading, land navigation, team building), students must demonstrate competence through participation and performance. A Go/No-Go system is used for key tasks, with successful demonstration (Go) required to meet the standard.

**Peer/Team-Based Assessments:** In group-based assignments and leadership evaluations, students must receive a minimum "meets standard" rating on peer feedback tools tied to teamwork, respect, and professional conduct.

Faculty routinely communicate these expectations in course syllabi and during instruction. Students not meeting expectations are offered targeted feedback and remediation opportunities to support development and success.

Explain the process that will be implemented to ensure that assessment results are used to improve student learning.

#### Collection of Assessment Data:

Faculty will gather both direct and indirect evidence of student learning through exams, written assignments, oral briefings, land navigation exercises, peer evaluations, and leadership labs. Additionally, Advanced Camp performance, course evaluations, and student feedback will be compiled.

#### Integration of the Campus Evaluation Report (CER):

The CER, administered in accordance with USACC Policy 9-1, provides external validation of program effectiveness. This report includes detailed data on cadet outcomes (e.g., commissioning rates, Advanced Camp scores, physical fitness, academic performance, and leadership evaluations) and benchmarks our program against national ROTC averages.

The Heads/Commanding Offices and faculty within each of the four branches review these data annually as part of a formal after-action process to evaluate the curriculum with each ROTC course and its alignment with ROTC commissioning standards.

Discrepancies or trends noted in the CER (e.g., below-average land nav scores or LDP ratings) will trigger instructional adjustments in the relevant courses and within the overall Minor.

Program

Description and

Requirements

Attach Documents

## Delivery Method

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This program is available:

On Campus - Students are required to be on campus, they may take some online courses.

## Enrollment

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Will the department limit enrollment to the minor?

No

Describe how the department will monitor the admission to/enrollment in the minor.

The ALEC program will administer admissions to and completion of the Minor, as well as advising students on overall program. Each military branch (Army, Navy, Air Force, Marines) will monitor progress of enrolled students through their ROTC elective courses.

Are there any prerequisites for the proposed minor?

No

Number of Students in Program (estimate)

Year One Estimate

60

5th Year Estimate (or when fully implemented)

80

## Budget

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Will the program or revision require staffing (faculty, advisors, etc.) beyond what is currently available?

No

Additional Budget Information

This program will not require additional university funding or staffing. Both ALEC courses can easily include additional ROTC students at the expected scale. All ROTC courses included in the minor are currently taught by faculty assigned to the Department of Military Science and are fully funded by the Department of Defense (not the University of Illinois), and who are open to expanded enrollment if non-ROTC students choose to enroll.

Attach File(s)

## Financial Resources

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How does the unit intend to financially support this proposal?

The ALEC program will use existing resources to advise enrolled and interested students, while the ROTC infrastructure already in place the University of Illinois can easily encompass advising students and teaching additional students in ROTC-specific courses.

Will the unit need to seek campus or other external resources?

No

Attach letters of support

### Library Resources

Describe your proposal's impact on the University Library's resources, collections, and services. If necessary please consult with the appropriate disciplinary specialist within the University Library.

After consulting with the Agricultural Communications Librarian, Janis Shearer, and the Agriculture Librarian, Sarah Williams, this proposal to create a Military Leadership Minor will have no impact on the University Library's resources. Current library resources are sufficient to cover the requirements of this program. No new or additional resources will be necessary to support the development of this Minor.

### EP Documentation

EP Control Number    EP.26.147

Attach Rollback/  
Approval Notices

### Non-EP Documentation

U Program Review  
Comments

Rollback  
Documentation and  
Attachment

### DMI Documentation

Attach Final  
Approval Notices

Banner/Codebook  
Name

Program Code:

Minor	Conc	Degree	
Code	Code	Code	Major Code

Senate Approval  
Date

Senate Conference  
Approval Date

BOT Approval Date

IBHE Approval Date

HLC Approval Date

DOE Approval Date

Effective Date:

Program Reviewer

Comments

**Emily Stuby (eastuby) (05/22/25 2:28 pm):** Rollback: Please work with Brooke Newell on necessary updates.

Key: 1338