

: LEADING TEAMS, ORGANIZATIONS, AND COMMUNITIES, GCRT (ONLINE)

In Workflow

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Approval Path

1. Mon, 20 Apr 2026 15:44:57 GMT
Brianna Vargas-Gonzalez (bv4): Approved for U Program Review
2. Mon, 20 Apr 2026 21:05:29 GMT
Gary Ochs (garyochs): Approved for 1342-ALEC Committee Chair
3. Mon, 20 Apr 2026 21:16:14 GMT
Anna Ball (aball): Approved for 1342-ALEC Head
4. Thu, 07 May 2026 19:53:02 GMT
Brianna Gregg (bjgray2): Approved for KL Committee Chair
5. Thu, 07 May 2026 19:59:44 GMT
Anna Ball (aball): Approved for KL Dean
6. Thu, 07 May 2026 20:55:22 GMT
Tom Teper (tteper): Approved for University Librarian
7. Thu, 11 Jun 2026 19:57:03 GMT
Allison McKinney (agrindly): Approved for Grad_College
8. Thu, 11 Jun 2026 22:04:39 GMT
Suzanne Lee (suzannel): Approved for COTE Programs
9. Mon, 17 Aug 2026 14:27:54 GMT
Brooke Newell (bsnewell): Approved for Provost

New Proposal

Date Submitted: Wed, 15 Apr 2026 16:43:29 GMT

Viewing: : Leading Teams, Organizations, and Communities, GCRT (online)

Last edit: Wed, 26 Aug 2026 15:18:08 GMT

Changes proposed by: Debra Korte

Proposal Type

Proposal Type:

Major (ex. Special Education)

Administration Details

Official Program Name

Leading Teams, Organizations, and Communities, GCRT (online)

Sponsor College

Agr, Consumer, & Env Sciences

Sponsor Department

Agricultural Leadership Education & Communication Program

Sponsor Name

Anna Ball, Associate Dean of Academic Programs

Sponsor Email

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College Contact

Debra Korte

College Contact Email

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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.

Debra Korte, dskorte@illinois.edu; Brianna Gregg, bjgray2@illinois.edu; Gary Ochs, garyochs@illinois.edu; Jennifer Smist (jsmist@illinois.edu)

Does this program have inter-departmental administration?

No

Catalog Term

Desired Effective Catalog Term

Fall 2027

Effective Catalog

2027-2028

Proposal Title

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 Graduate Certificate in Leading Teams, Organizations, and Communities in the College of Agricultural, Consumer and Environmental Sciences and the Graduate College

Are there other related proposals that should be considered simultaneously with this one? If yes, please list the program keys and/or titles. 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

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.

This proposal seeks the approval of a Graduate Certificate in Leading Teams, Organizations, and Communities.

The Graduate Certificate in Leading Teams, Organizations, and Communities prepares working professionals to lead with competence, clarity, and impact across the full spectrum of organizational life. Drawing on applied leadership science, team dynamics research, and organizational development theory, the certificate develops the knowledge, skills, and strategic thinking needed to supervise effectively, build high-performing teams, and drive meaningful change in professional and community settings.

The Graduate Certificate in Leading Teams, Organizations, and Communities aims to provide students with the knowledge and skills to (1) apply foundational leadership theory, interpersonal competencies, and evidence-based team management strategies to diagnose and address real-world challenges in professional, organizational, and community contexts; and (2) design and implement leadership approaches that foster high-performance cultures from the interpersonal dynamics of small teams to the structural and community-level systems within which organizations operate. Upon completion, graduates will be able to apply core leadership competencies, manage complex team dynamics, and lead organizational and community change initiatives with confidence.

Professions with high demand for this Certificate include working professionals across higher education, nonprofit, public, healthcare, and private-sector organizations who supervise people, lead teams, or manage programs, as well as those preparing for expanded leadership responsibilities. The program is especially relevant for leaders and emerging leaders seeking evidence-based leadership development, practical team management skills, and the capacity to design and lead organizational or community-level change without committing to a full graduate degree, including professionals in agriculture-based organizations such as Extension and outreach systems, commodity and producer groups, agricultural nonprofits, cooperatives, and community-based organizations.

The Graduate Certificate in Leading Teams, Organizations, and Communities is designed for a non-traditional, adult learner audience of prospective students who do not have time or the ability to take coursework on-campus. This coursework will be offered 100% online through a combination of asynchronous (self-paced) and synchronous sessions that allow learners to learn at their own pace, earn academic credit, and complete a graduate certificate. All courses will be taught by existing faculty.

Students who complete the Certificate in Leading Teams, Organizations, and Communities may apply the coursework as elective hours toward the Agricultural Leadership, Education & Communications, MS degree program.

Instructional Resources

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?

No

Program Features

Academic Level

Graduate

Does this major have transcribed concentrations?

No

What is the longest/maximum time to completion of this program?

72 weeks

What are the minimum Total Credit Hours required for this program?

12

What is the required GPA?

3.0

CIP Code

520213 - Organizational Leadership.

SOC Code(s) (Should be completed only for Certificates:)

11-9199.00 Managers, All Other

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

No

Program of Study

Attach Program of Study related information here.

LEAD ALEC SbS.xlsx

Catalog Page Text - Overview Tab

Catalog Page Overview Text

Lead teams. Build organizations. Drive community impact. This professional graduate certificate develops the leadership skills modern managers and community leaders need, from self-awareness and emotional intelligence to team supervision, organizational design, and community engagement. Designed for working professionals seeking immediate application of evidence-based leadership practice.

Students who have successfully completed this certificate may use the certificate courses to satisfy degree requirements, provided they apply and are admitted to the degree program, for 12 hours of elective coursework for the Agricultural Leadership, Education, & Communications, MS degree program.

Statement for Programs of Study Catalog

Graduation Requirements

Minimum Cumulative GPA: 3.0

Minimum hours required for certificate completion: 12 hours

Students who have successfully completed this certificate may use the certificate courses to satisfy the following degree requirements, provided they apply and are admitted to the degree program:

Elective hours toward the Agricultural Leadership, Education & Communications, MS degree program. Specifically, the graduate certificate (12 hours) can be applied as elective coursework (12 hours) for the **Practice Option** of the Agricultural Leadership, Education, & Communications, MS degree program. Students who are enrolled in the **Research Option** of the Agricultural Leadership, Education, & Communications, MS degree program may apply 8 of the 12 credit hours from the graduate certificate toward the Agricultural Leadership, Education, & Communications, MS degree program.

The required courses for this certificate are listed below.

Code	Title	Hours
Required Courses		12
ALEC 560	Foundations of Leadership Practice	4
ALEC 561	Leading High-Performance Teams: Essential Skills for Modern Managers	4
ALEC 562	Leading Organizations and Developing Communities	4
Total Hours		12

Corresponding Degree

GCRT Graduate Certificate

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

As a result of this certificate program, students will be able to:

- apply foundational leadership theory, interpersonal competencies, and evidence-based team management strategies to diagnose and address real-world challenges in professional, organizational, and community contexts.
- design and implement leadership approaches that foster high-performance cultures from the interpersonal dynamics of small teams to the structural and community-level systems within which organizations operate.

To work toward these certificate program learning objectives, students will be assessed on the following learning objectives within the courses that comprise the certificate. As a result of completing the courses that comprise the certificate, students will be able to:

- critically analyze foundational and contemporary leadership theories to evaluate their strategic application and relevance within diverse, real-world professional environments.
- synthesize leadership concepts and specialized terminology to construct a comprehensive personal leadership framework aligned with core values, individual strengths, and long-term professional objectives.
- appraise and refine core personal leadership capacities to optimize influence and effectiveness across varied organizational and cultural contexts.

- model advanced emotional and relational intelligence, cultural competence, and ethical integrity to navigate complex professional interactions and decision-making scenarios.
- integrate self-leadership and reflective practice frameworks into a sustainable professional routine to drive continuous growth and leadership development.
- understand the modern nature of professional work and how managers can effectively support teamwork in such work.
- recognize and understand the fundamental factors that influence – positively or negatively – effective group dynamics and successful team goal achievement.
- discover the fundamental intrapersonal capacities required for successful managerial work and understand the application of those capacities to building team dynamics.
- evaluate the relationships and dynamics that exist within their teams and apply effective managerial interventions.
- develop a strategy to address interpersonal conflict within teams, utilize a variety of decision-making strategies within professional teams, and build a culture of communication that supports authentic teamwork and collaboration.
- understand fundamental concepts of problem identification and apply those concepts to typical issues embedded in contemporary professional teams.
- synthesize course concepts to build a comprehensive plan for selecting, training, supervising, and evaluating team members for which they are responsible.
- recognize the significant similarities and important differences between in-person teams and those that work in hybrid and virtual environments, and how to adapt managerial behaviors accordingly.
- understand the structural differences and requirements for leadership across teams, organizations, and communities.
- comprehend and begin to integrate the three fundamental responsibilities of organizational managers to build human-centered organizational cultures.
- apply a common framework for Adult Constructive Development to professional contexts to build a managerial strategic plan.
- connect design principles to organizational and community contexts to support effective communication and teamwork practices.
- evaluate existing organizational and community leadership practices according to issues of complexity, systems thinking, and sustainability.

Program Description and Requirements Attach Documents

Delivery Method

This program is available:

Online Only - The entire program is delivered online, students are not required to come to campus.

Describe the use of this delivery method:

Courses are delivered fully online through the Canvas and Coursera learning management systems. Each course is comprised of two structural components -- an asynchronous component on Coursera and a synchronous component through Canvas.

The asynchronous, self-directed component for each course will include pre-recorded lectures, panel discussions, complimentary readings, demonstration videos, and quizzes. The asynchronous portion provides learners with foundational content for the course.

The second structural component is the high engagement synchronous online session. This session will be offered each week. Students can interact with the instructor(s) and with one another to complete (high-level Bloom's taxonomy) in-depth projects and interactive exercises that build upon the foundational knowledge they previously learned through the asynchronous portion of the course.

Admission Requirements

Provide a brief narrative description of the admission requirements for this program. Where relevant, include information about licensure requirements, student background checks, GRE and TOEFL scores, and admission requirements for transfer students.

Prospective students must apply for admission to the Campus Graduate Certificate specifically through the Graduate College admissions process. Graduate and professional admissions minimum requirements will apply: <https://grad.illinois.edu/admissions/apply/requirements>

Enrollment

Number of Students in Program (estimate)

Year One Estimate

20

5th Year Estimate (or when fully implemented)

70

Estimated Annual Number of Degrees Awarded

Year One Estimate

10

5th Year Estimate (or when fully implemented)

55

What is the matriculation term for this program?

Fall ONLY

Budget

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

No

Additional Budget Information

No additional faculty, advisors, or staffing will be needed for implementation of this program.

Attach File(s)

Financial Resources

What tuition rate do you expect to charge for this program? e.g, Undergraduate Base Tuition, or Engineering Differential, or Social Work Online (no dollar amounts necessary)

iMBA rate

Is this program requesting self-supporting status?

No

Attach letters and self-supporting documents as applicable

If this is a graduate program, please discuss the intended use of graduate tuition waivers. If the program is dependent on the availability of waivers, how will the unit compensate for lost tuition revenue?

Students who apply and are admitted to this graduate certificate program may use tuition waiver(s) to complete the coursework. The ALEC Program has a long history of providing tuition waiver eligible courses to internal and external stakeholders (e.g., Illinois Extension and teacher education partners). The courses that comprise this certificate program are also open to new audiences of learners who will pay tuition to enroll in the courses. The goal is to increase enrollment of tuition-paying students to compensate the loss of revenue from tuition-waiver students.

Institutional Context

University of Illinois at Urbana-Champaign

Describe the historical and university context of the program's development. Include a short summary of any existing program(s) upon which this program will be built.

Explain the nature and degree of overlap with existing programs and, if such overlap exists, document consultation with the impacted program's home department(s).

The University of Illinois recently approved Campus Graduate Certificates to reach a new population of learners.

The priorities of the College of ACES are to expand our portfolio of online education programs to new audiences of learners who are interested in up-skilling or re-skilling to earn credentials. This certificate program also strives to fulfill the land-grant mission of providing accessible education to all.

Professions with high demand for this Certificate include working professionals across higher education, nonprofit, public, healthcare, and private-sector organizations who supervise people, lead teams, or manage programs, as well as those preparing for expanded leadership responsibilities. The program is especially relevant for leaders and emerging leaders seeking evidence-based leadership development, practical team management skills, and the capacity to design and lead organizational or community-level change without committing to a full graduate degree, including professionals in agriculture-based organizations such as Extension and outreach systems, commodity and producer groups, agricultural nonprofits, cooperatives, and community-based organizations.

If letters of support are available attach them here:

Program Support

Provide a brief description of the support for this program, including the financial, faculty, space, advisors/staff. Discuss plans to acquire any additional support that will be needed. If new or additional facilities or significant improvements to already existing facilities is needed, describe the Facility Need, Year 1 and 5 cost, and any other applicable notes.

Financial:

The initial development of this certificate is funded by the College of ACES and the FY25 Investment for Growth Program from the Office of the Provost. The revenue generated from the courses will be re-invested into the certificate program, faculty, content revision, and student support services.

Faculty:

Current instructional staff and faculty will teach the courses as part of their regular appointments. No additional support is needed at this time. Should demand for the courses exceed expectations and more sessions of the courses need to be offered, one or two new faculty may need to be hired to maintain an appropriate teacher-student ratio.

Staff:

Current academic and administrative staff in the College of ACES Online Programs and the Agricultural Leadership, Education and Communications Program will have the capacity to serve as advisors, maintain records, and support students with registration/enrollment for the Graduate Certificate and related coursework. Specifically, current administration in ACES Online Programs will provide student support in admissions and enrollment services, including support specifically designed for underrepresented and first gen populations of students to help foster a sense of belonging and community. Staff also provide technical support in navigating the admissions/enrollment processes. Furthermore, support will be provided for students to: 1. Connect with their learning community of fellow students who are enrolled in associated coursework and the certificate program; 2. Assist with answering questions related to admissions, enrollment, and registration; and 3. Provide them with resources/links to navigate questions related to tuition and student services. 4. Offer adult learning strategies and support resources/links to contribute to student success.

Facilities and Space:

Current facilities and space are adequate to support the program. Faculty have the necessary computer and video/audio equipment available to provide a high-quality online learning experience. Additionally, faculty have full access to use the ACES Media Studio, equipped with the latest technology, to host their live synchronous online sessions and record asynchronous content. Faculty also have full access to the suite of CITL media studios to record video content and create materials for the course. Physical address locations for the above mentioned facilities include: ACES Media Studio is located in Room 028, ACES Library, Information and Alumni Center, 1101 South Goodwin Avenue, Urbana, IL 61801 CITL Studios are located in Room 069, Literatures, Cultures, and Linguistics Building, 707 S. Mathews Ave., Urbana, IL 61801

Attach any supporting documents as applicable.

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.

The courses for this program will be 100% online. Library collections, resources and services are adequate to meet needs.

HLC Section**Credit Hours**

Existing or repackaged curricula (Courses from existing inventory of courses):

Number of Credit Hours:

0

Percent of Total:

0

Revised or redesigned curricula (Courses for which content has been revised for the new program):

Number of Credit Hours:

0

Percent of Total:

0

New curricula (Courses developed for the new program that have never been offered):

Number of Credit Hours:

12

Percent of Total:

100

Total Credit Hours of the Program:

Number of Credit Hours:

12

Percent of Total:

100

EP Documentation

EP Control Number

EP.27.025

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 Code

Conc Code

Degree 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

Brianna Vargas-Gonzalez (bv4) (Mon, 20 Apr 2026 15:43:32 GMT): ALEC 560, 561, and 562 are all new courses currently in workflow. The redboxes will clear once these courses have been fully approved.

Key: 1407