

University of North Texas at Dallas
Spring 2017
SYLLABUS for Distance Learning

| MGMT4470-001 | | | |
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| Department of | Management | School of | Urban and Professional |
| Instructor Name: | Dr. Frances Charlene Conner | | |
| Office Location: | DAL3-322 | | |
| Office Phone: | (972) 338-1421 | | |
| Email Address: | Frances.Conner@untdallas.edu | | |
| Office Hours: | Monday, 10am-3pm; Tuesday, 9:00-10:00am, 1-3pm | | |
| Classroom Location: | DAL2-336 | | |
| Class Meeting Days & Times: | Face to Face, Weekly, 10-12:50pm | | |
| Course Catalog Description: | MGMT4470 (3 hours) An in-depth course on leadership. Students are provided tools and methods of leadership that will apply to a variety of organizational structures. Students gain insights about their own personalities, skills, ethics, values and beliefs as they related to leading others, and have the opportunity to discuss and debate a number of leadership topics. | | |
| Prerequisites: | Not applicable | | |
| Required Text: | Northhouse, Peter G., Leadership: Theory and Practice, 7th ed. , Sage Publications, Inc. | | |
| Access to Learning Resources: | UNT Dallas Library: phone: (972) 780-1616 web: http://www.untdallas.edu/library email: library@untdallas.edu UNT Dallas Bookstore: phone: (972) 780-3652 web: http://www.untdallas.edu/bookstore e-mail: untdallas@bkstr.com | | |
| Course Goals or Overview: | The goal of this course is to provide students with an understanding of the various theoretical perspectives of leadership while also immersing them in practical scenarios where concepts, theories, and approaches can be applied in “real world” organizational issues. | | |
| Learning Objectives/Outcomes: | At the end of this course, students will be able to: | | |
| 1 | Better understand the basic knowledge of key leadership theories, strategies, and approaches. | | |
| 2 | Understand self-awareness of one’s personal leadership style. | | |
| 3 | Assess leadership dilemmas within organizations. | | |
| 4 | Analyze and recommend action-oriented decisions through case analysis. | | |
| 5 | Delineate between leadership and management. | | |

Course Outline

This schedule is subject to change by the instructor. Any changes to this schedule will be communicated in class or via class email or Blackboard announcement. Additional readings and activities may be added, these will be noted in the Readings and Activities/Assignments sections.

| Schedule | Topic | Activities | Assessment |
|----------------------|--|---|--|
| Week 1 – January 17 | Chapter 1 Leadership Introduction | Review Syllabus, Schedule and Expectations Form Groups Complete Student Information Sheet Students Select Individual Cases View Generations at Work PPT Lecture and Discussion Read Chapter 2 and complete Leadership Trait Questionnaire prior to 1/24 class | |
| Week 2 – January 24 | Chapter 2 Trait Approach | Lecture and Discussion Forum Read Chapter 3 and complete Leadership Trait Questionnaire prior to 1/31 class | Pre-Leadership Journal Reflection Leadership Trait Questionnaire Individual Case Analysis and Presentation |
| Week 3 – January 31 | Chapter 3 Skills Approach | Lecture and Discussion Forum Read Chapter 4 and complete Leadership Trait Questionnaire prior to 2/7 class | Leadership Trait Questionnaire Individual Case Analysis and Presentation |
| Week 4 – February 7 | Chapter 4 Behavioral Approach | Lecture and Discussion Forum Reader Chapters 5 and 6 and complete Leadership Trait Questionnaire prior to 2/14 class | Leadership Trait Questionnaire Individual Case Analysis and Presentation |
| Week 5 – February 14 | Chapter 5 Situational Approach Chapter 6 Path-Goal Theory | Lecture and Discussion Forum Read Chapter 7 and complete Leadership Trait Questionnaire prior to 2/21 class | Leadership Trait Questionnaire Individual Case Analysis and Presentation |
| Week 6 – February 21 | Chapter 7 Leader-Member Exchange Theory | Lecture and Discussion Forum Read Chapter 8 and complete Leadership Trait Questionnaire prior to 2/28 class | Leadership Trait Questionnaire Individual Case Analysis and Presentation |
| Week 7 – February 28 | Chapter 8 Transformational Leadership | Lecture and Discussion Forum Mid-Term Review | Leadership Trait Questionnaire Individual Case Analysis and Presentation |

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| Week 8 – March 7 | | Read Chapters 9 and 10 and complete Leadership Trait Questionnaire prior to 3/21 class | Mid-Term Exam (You have the class period to complete the exam) |
| March 13-19 | | SPRING BREAK | |
| Week 9 – March 21 | Chapter 9 Authentic Leadership Chapter 10 Servant Leadership | Guest Speaker – Servant Leadership Lecture and Discussion Forum Read Chapter 11 and complete Leadership Trait Questionnaire prior to 3/28 class | Leadership Trait Questionnaire Individual Case Analysis and Presentation |
| Week 10 – March 28 | Chapter 11 Adaptive Leadership | Lecture and Discussion Forum Read Chapter 12 and complete Leadership Trait Questionnaire prior to 4/4 class | Leadership Trait Questionnaire Individual Case Analysis and Presentation |
| Week 11 – April 4 | Chapter 12 Psychodynamic Approach | Lecture and Discussion Forum Read Chapters 13 and 14 and complete Leadership Trait Questionnaire prior to 4/11 class | Leadership Trait Questionnaire Individual Case Analysis and Presentation |
| Week 12 – April 11 | Chapter 13 Leadership Ethics Chapter 14 Team Leadership | Lecture and Discussion Forum Read Chapter 15 and complete Leadership Trait Questionnaire prior to 4/18 class | Leadership Trait Questionnaire Individual Case Analysis and Presentation |
| Week 13 – April 18 | Chapter 15 Gender and Leadership | Lecture and Discussion Forum | Leadership Trait Questionnaire Individual Case Analysis and Presentation |
| Week 14 – April 25 | | Read Chapter 16 and complete Leadership Trait Questionnaire prior to 5/2 class | Group Presentations |
| Week 15 – May 2 | Chapter 16 Culture and Leadership | Complete Leadership Trait Questionnaire Final Exam Review | Leadership Trait Questionnaire Post-Reflective Paper |
| Week 16 – May 9 | | | Final Exam (You have the class period to complete the exam) |

Course Evaluation Methods

This course will utilize the following instruments to determine student grades and proficiency of the learning outcomes for the course.

Leadership Trait Questionnaires

Students are required to complete the chapter Leadership Trait Questionnaire at the end of each chapter. Please refer to the syllabus for due dates.

Quizzes

(There may be occasional pop quizzes - 5 points each quiz)

Exams

- **Mid Term**
- **Final**

Exams will consist of multiple choice, true/false, and short answer response.

Individual Case Analysis and Presentation

Each student will be responsible for a case analysis and presentation. The case analysis format is as follows:

1. Identify the main characters (those who play a major role in the case).
2. Trace the chronological series of events.
3. Isolate the problem(s)
4. Propose the solution(s) to the problems based on the facts in the case and your personal and educational experience. Ask “what options might be available?”
5. Explore the root problem. There is a difference in the possible “root problem” and “symptoms”.
6. Root solution. What is the most feasible solution/option from the firm’s available resources, which will best satisfy the stakeholders? Your assessment of the case study will depend on the facts and your reasoned argument.

Use 12 point font, Times New Roman, correct spelling and grammar. It is most helpful to identify each of the steps; main character, chronological series of events, etc.

Your presentation and power point should cover items 1-6 and questions listed at the end of the case. There will be a question and answer period.

A hard copy of the PPT will be provided to the professor prior to the presentation.

Pre-Reflective and Post-Reflective Leadership Papers

The pre-reflective leadership paper will cover your definition of leadership and the current leadership style you believe most reflects you. Also included in the paper should be someone you know in a leadership role that reflects a different leadership style than yours; i.e. compare and contrast the styles.

Group Presentation/Research

The group will select a leadership style, conduct and present research (7-10 peer reviewed references) related to the style. Included in the presentation will be a CEO of a publically traded company that best reflects the leadership style chosen and why?

- Each group will have 30 minutes for the presentation. You, as a group, are the subject-matter expert in the leadership style chosen;
- Cover the leadership style research articles;
- CEO chosen;
- Engage the audience through activities, u-tube, etc.
- Utilize PPT

Grading Matrix:

| Activities/Assignments | Points |
|--|---------------|
| Leadership Trait Questionnaires | 75 |
| Exams <ul style="list-style-type: none">• Mid-Term (100)• Final (100) | 200 |
| Individual Case Analysis and Presentation | 100 |
| Pre(50)/Post (100) Leadership Reflective Papers | 150 |
| Group Presentation/Research | 100 |
| Total: | 625 |

Grade Determination

A = 562 points or better

B = 500 – 561 points

C = 437 – 499 points

D = 375 – 436 points

F = 374 points

University Policies and Procedures

Students with Disabilities (ADA Compliance):

Chapter 7(7.004) Disability Accommodations for Students

The University of North Texas at Dallas makes reasonable academic accommodation for students with disabilities. Students seeking accommodations must first register with the Disability Services Office (DSO) to verify their eligibility. If a disability is verified, the DSO will provide you with an accommodation letter to be delivered to faculty to begin a private discussion regarding your specific needs in a course. You may request accommodations at any time, however, DSO notices of accommodation should be provided as early as possible in the semester to avoid any delay in implementation. Note that students must obtain a new letter of accommodation for every semester and must meet/communicate with each faculty member prior to implementation in each class. Students are strongly encouraged to deliver letters of accommodation during faculty office hours or by appointment. Faculty members have the authority to ask students to discuss such letters during their designated office hours to protect the privacy of the student. For additional information see the Disability Services Office website at <http://www.untDallas.edu/disability>. You may also contact them by phone at 972-338-1777; by email at UNTDdisability@untDallas.edu or at Building 2, room 204.

Blackboard Learn Accessibility Statement:

University of North Texas at Dallas is committed to ensuring its online and hybrid courses are usable by all students and faculty including those with disabilities. If you encounter any difficulties with technologies, please contact our ITSS Department. To better assist them, you would want to have the operating system, web browser and information on any assistive technology being used. Blackboard Learn course management system's accessibility statement is also provided: <http://www.blackboard.com/Platforms/Learn/Resources/Accessibility.aspx>

NOTE: Additional instructional technology tools, such as Turnitin, Respondus, Panopto, and publisher cartridge content (i.e. MyLab, Pearson, etc.) may NOT be fully ADA compliant. Please contact our Disability Office should you require additional assistance using any of these tools.

Course Evaluation Policy:

Student's evaluations of teaching effectiveness is a requirement for all organized classes at UNT Dallas. This short survey will be made available to you at the end of the semester, providing you a chance to comment on how this class is taught. I am very interested in the feedback I get from students, as I work to continually improve my teaching. I consider students' evaluations to be an important part of your participation in this class.

Assignment Policy: (According to the instructor's discretion while working in concert with the division/program's guidelines).

Exam Policy: (Online exams and the ability to retake is solely at the instructor's discretion). **NOTE:** Online exams may be proctored on campus per instructor's discretion.

Academic Integrity:

Academic integrity is a hallmark of higher education. You are expected to abide by the University's code of Academic Integrity policy. Any person suspected of academic dishonesty (i.e., cheating or plagiarism) will be handled in accordance with the University's policies and procedures. Refer to the Student Code of Academic Integrity at

http://www.untdallas.edu/sites/default/files/page_level2/pdf/policy/7.002%20Code%20of%20Academic_Integrity.pdf for complete provisions of this code.

Academic dishonesty includes, but is not limited to, cheating, plagiarizing, fabrication of information or citations, facilitating acts of dishonesty by others, having unauthorized possession of examinations, submitting work of another person or work previously used without informing the instructor, or tampering with the academic work of other students.

Web-based Plagiarism Detection: Please be aware in some online or hybrid courses, students may be required to submit written assignments to Turnitin, a web-based plagiarism detection service, or another method. If submitting to Turnitin, please remove your title page and other personal information.

Classroom Policies

Online Attendance and Participation:

The University attendance policy is in effect for this course. Class attendance in the Blackboard classroom and participation is expected because the class is designed as a shared learning experience, and because essential information not in the textbook will be discussed in the discussion board. Online presence and participation in all class discussions is essential to the integration of course material and your ability to demonstrate proficiency.

Attendance for this online or hybrid course is considered when you are logged in and active in Blackboard, i.e., posting assignments, taking quizzes, or completing Discussion Boards. To maintain financial aid award eligibility, activity must occur before the census date of the session or term of the course. Refer to <http://www.untdallas.edu/registrar> for specific dates. If you are absent/not active in the course shell, it is YOUR responsibility to let the instructor know immediately, upon your return, the reason for your absence if it is to be

excused. All instructors must follow university policy 7.005 covering excused absences; however, it is the instructor's discretion, as outlined in the course syllabus, of how unexcused absences may or may not count against successful completion of the course

Inclement Weather and Online Classes: Online classes may or may not be affected by campus closures due to inclement weather. Unless otherwise notified by your instructor via e-mail, online messaging, or online announcement, students should assume that assignments are due as scheduled.

Online "Netiquette:

In any social interaction, certain rules of etiquette are expected and contribute to more enjoyable and productive communication. Emails, Discussion Board messages and/or any other forms of written communication in the online environment should use proper "netiquette" (i.e., no writing in all caps (usually denotes yelling), no curse words, and no "flaming" messages (angry, personal attacks).

Racial, ethnic, or gender slurs will not be tolerated, nor will pornography of any kind.

Any violation of online netiquette may result in a loss of points or removal from the course and referral to the Dean of Students, including warnings and other sanctions in accordance with the University's policies and procedures. Refer to the Student Code of Student Rights Responsibilities and Conduct at <http://www.untDallas.edu/osa/policies>. Respect is a given principle in all online communication. Therefore, please be sure to proofread all of your written communication prior to submission.

Diversity/Tolerance Policy:

Students are encouraged to contribute their perspectives and insights to class discussions in the online environment. However, offensive & inappropriate language (swearing) and remarks offensive to others of particular nationalities, ethnic groups, sexual preferences, religious groups, genders, or other ascribed statuses will not be tolerated. Disruptions which violate the Code of Student Conduct will be referred to the Dean of Students as the instructor deems appropriate.

Technology Requirements: In order to successfully access the materials in an online or hybrid course, UNT Dallas advises that your computer be equipped with the minimum system requirements.

Blackboard Learn 9.1 is the platform software for this course. Blackboard Learn supports major web browsers such as Windows Internet Explorer, Apple Safari, Mozilla Firefox, and Google Chrome. However, since the latter two are updated continually, some recent versions may not be compatible. If you experience difficulty accessing or using components of the course, try using Internet Explorer. Also, no matter what browser you use, always enable pop-ups. For more information see:

- <http://www.untDallas.edu/dlit/ecampus/requirements>
- <https://blackboard.secure.force.com/publickarticleview?id=kAB700000008Oom>
- https://learn.unt.edu/bbcswebdav/institution/BrowserCheck/check_full.html