Syllabus

HRD-6377.001 – Leadership Theory and Practice

Instructor Contact

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Communication Expectations:

- Instructor: Professor John R. Turner
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While I want to make myself as available as possible to each of you, I do have to place some limitations on when I can be contacted. I would prefer that most general questions go through the Q & A forum in the Discussion Board area. If you have a general question about the course or assignments, please post it there. Either I will answer it, or, one of your classmates will. This way we can all benefit from questions asked, and they can be answered in a venue that the whole class can see. You may also want to find someone in class to be a "buddy" with. This will give you at least one other person who you can email with questions.

If you have a private question, please contact me via email and I will respond within 24 hours on weekdays (usually sooner). As classes are scheduled over a period of 5 weekends, I can meet any students after each class if they want to meet. Advanced notification is recommended so that I can schedule requested meetings after each class.

Normally, I will return feedback on all written assignments within 1 week of the due date. However, if I see that I will be unable to return your feedback that quickly I will post an 'Announcement' in Canvas to let everyone know when it can be expected. You can expect to see me participate in the discussion board after all student original posts have been submitted.

Welcome to UT-Tyler!

As members of the UT Tyler community, we have all made a commitment to be part of an institution that respects and values the identities of the students and employees with whom we interact. UT Tyler does not tolerate identity-based discrimination, harassment, and retaliation. UT Tyler's full Non-Discrimination Policy can be found in the UT Tyler's Policies section of the syllabus.

Course Description

This course is designed for Ph.D. students with a course load that matches a doctoral course. This course provides a study/review of leadership theories and leadership development concepts. Students will gain an understanding of leadership, leadership theories, and leadership development. Students will also

write an academic quality article (for publication) relating to developing leader's by utilizing one type of leadership style.

This courses formal description follows:
Leadership Theory and Practice is a research-based course that serves as a survey of the many different approaches to leadership, introduces students to corporate level leadership issues, and allows students to practice theory building skills in the leadership arena. Topics span a broad array of leadership approaches including some that serve as historical background, some that are well established in current practice, and some that are in the relatively early stages of development and testing.

This course provides an overview of the primary evolutionary trends in leadership (traditional, newer, collective, global) for students to gain an understanding of what leadership is and how it is relevant for today's workplace. Students will be able to differentiate between leader and leadership, leader development and leadership development, and leadership and management. The concept of leadership as a collective/social, multidisciplinary, multidimensional, and multilevel construct is introduced to students. Students will also learn different perspectives on leadership and leadership development for each of the four different levels of analysis (individual, team, multiteam systems, organizational/community).

Course Structure

This course has 5 (five) class meetings (1/15, 2/5, 3/5, 4/2, 4/23). The schedule time for each class is from 1:00 pm to 5:00 pm.

Module #	Virtual Class Date / Due Dates	Tentative Time
Introduction & Module #1	January 15, 2022	1:00 – 5:00 pm
Module #2	February 5, 2022	1:00 – 5:00 pm
Module #3	March 5, 2022	1:00 – 5:00 pm
Module #4	April 2, 2022	1:00 – 5:00 pm
Module #5	April 23, 2022	1:00 – 5:00 pm
Notes: First Day of Class, January 10, 2022; Last Day of Class, April 26, 2022. End of semester, April 30, 2022. Holidays: January 17, 2022, Martin Luther King, Jr. Day.		

Course Prerequisites or Other Restrictions

There are no required prerequisites for this course. However, in order to be successful in this course you will need to:

- Retrieve articles using the university online library system.
- Cite sources, giving credit to where you obtain information.
- Write clearly and concisely using APA 7th formatting guidelines.
- Network with others and utilize tact when offered differing perspectives.
- Make the commitment to spend at least 10 hours a week reading the assignments, reflecting on the material covered, and participating in activities/assignments throughout the course.

Course Objectives

Students will become familiar with the following primary concepts during this course:

- Leadership - the ability to collaborate and influence others.
- Teamwork - the ability to work in synergistic relationships.
- Communication - the ability to convey and exchange information effectively and persuasively.
- Ethics - the ability to understand and apply social and professional standards.
- Diversity - the combination of traits, experiences and perspectives that make every person unique.
- Professionalism - the ability to demonstrate civility and interpersonal business skills.

Upon successful completion of this course, learners will be able to:

1. Identify the differences between leader and leadership.
2. Identify relevant leadership theories relating to one's research interests.
3. Evaluate positive and negative leadership capacities.
4. Recall the four evolutionary trends in leadership research.
5. Describe what leadership development is and how it can be conducted from their chosen leadership theory.
6. Assess leadership theories at each level of analysis (individual, team, multiteam system, organization/community).
7. Describe what a hybrid-leadership theory is.
8. Describe examples of hybrid-leadership theories related to one's research interests.
9. Critique peer's ideas and concepts in a professional and productive manner.
10. Accept constructive criticism from their peers and utilize this information to improve understanding.
11. Write a conceptual paper ready for submission to an academic journal.

Materials

Required Textbook:

Northouse, P. D. (2022). Leadership: Theory and Practice (9th Edition). Sage.

Course Technology & Skills

Computer Skills & Digital Literacy

- Computer with Internet Access
    - Students will be required to access the following applications
        - Canvas
        - Zoom
        - Mural
        - misc. 3rd party applications for communication (to be determined by team members; e.g., Slack, Microsoft Teams, GroupMe)
- Microsoft Office Suite (Word, Excel)
- Microphone

- Webcam

- [Canvas For Students](https://www.uttyler.edu/canvas/) (https://www.uttyler.edu/canvas/)

Provide a list of course-specific technical skills learners must have to succeed in the course, such as:

- Using Canvas
- Using email with attachments
- Downloading and installing software
- Using spreadsheet programs
- Using presentation and graphics programs

Technical Assistance

Part of working in the online environment involves dealing with the inconveniences and frustration that can arise when technology breaks down or does not perform as expected. Here at UNT we have a Student Help Desk that you can contact for help with Canvas or other technology issues.

UT Tyler One-Stop: [UT-tyler One-Stop](https://www.uttyler.edu/enroll/) (https://www.uttyler.edu/enroll/)
UT Tyler Student Support IT: itsupport@uttyler.edu
UT Tyler Tutorial Library: [Tutorial Library](https://www.uttyler.edu/enroll/tutorial-library/) (https://www.uttyler.edu/enroll/tutorial-library/)

Rules of Engagement

Rules of engagement refer to the way students are expected to interact with each other and with their instructors. Here are some general guidelines:

- While the freedom to express yourself is a fundamental human right, any communication that utilizes cruel and derogatory language on the basis of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, disability, genetic information, veteran status, or any other characteristic protected under applicable federal or state law will not be tolerated.
- Treat your instructor and classmates with respect in any communication online or face-to-face, even when their opinion differs from your own.
- Ask for and use the correct name and pronouns for your instructor and classmates.
- Speak from personal experiences. Use "I" statements to share thoughts and feelings. Try not to speak on behalf of groups or other individual's experiences.
- Use your critical thinking skills to challenge other people's ideas, instead of attacking individuals.
- Avoid using all caps while communicating digitally. This may be interpreted as "YELLING!"
- Be cautious when using humor or sarcasm in emails or discussion posts as tone can be difficult to interpret digitally.
- Avoid using "text-talk" unless explicitly permitted by your instructor.
- Proofread and fact-check your sources.
- Keep in mind that online posts can be permanent, so think first before you type.

Course Requirements

Course Activities & Assessments (300 points total)

Activities (points) (1/15, 2/5, 3/5, 4/2, 4/23)

Task	Point Value
Introduction	
Syllabus Acknowledgement	5
Introduce Yourself to the Class	5
	10
Module #1	
Discussion: Leadership Parables	5
Peer/Self-Evaluation	10
Readings Reflection Paper	10
Reading Notes	10
	35
January 10, 2022 – January 15, 2022	
(Class on January 15, 2022; 1:00 – 5:00 pm)	
Module #2	
Discussion	5
Peer/Self-Evaluation	10
Reading Notes	10
Presentation	10
Leadership Article - Search	0
	35
January 16, 2022 – February 5, 2022	
(Class on February 5, 2022; 1:00 – 5:00 pm)	

Module #3

Discussion	5
Peer/Self-Evaluation	10
Reading Notes	10
Presentation	10
	35

February 6, 2022 – March 5, 2022

(Class on March 5, 2022; 1:00 – 5:00 pm)

Module #4

Discussion	5
Introduction & LR	10
Reading Notes	10
Presentation	10
	35

March 6, 2022 – April 2, 2022

(Class on April 2, 2022; 1:00 – 5:00 pm)

Module #5

Discussion - Development	5
Final Article	40
Presentation	25
	70

April 3, 2022 – April 23, 2022

(Class on April 23, 2022; 1:00 – 5:00 pm)

Total Points = 220

A (198-220); B (176-197); C (154-175); D (132-153); F (<132)

Grading

The following assessments will be used in individual or team assignments. There are a total of 220 points available during this course.

- **Reflective:** Students are provided with videos, articles, books/chapters, or guest testimonials, and students respond based on a set of thought-provoking questions.
- **Paper:** Writing about leadership research is a learned and necessary skill. Publishing original conceptual articles on leadership and leadership development is a measure of expertise in many disciplines. A paper assignment will act as the final exam.
- **Discussions:** Discussions can be in-class, online, and virtual providing students with opportunities to respond to a prompt from the instructor, a guest, or each other.
- **Presentation:** A method of presentation is used to primarily demonstrate influence through spoken forms of communication.
- **Peer/self-evaluations:** Feedback on the contributions that other students are making to a discussion, team projects, and overall learning.

Grading

- A: 198-220 points (Outstanding, excellent work. The student performs well above the minimum criteria.)
- B: 176-197 points (Good, impressive work. The student performs above the minimum criteria.)
- C: 154-175 points (Solid, college-level work. The student meets the criteria of the assignment.)
- D: 132-153 points (Below average work. The student fails to meet the minimum criteria.)
- F: Less than 132 (Sub-par work. The student fails to complete the course.)

Attendance and Make-up Policy:

Attending all five class sessions demonstrates the learner's personal commitment to learning. Therefore, physical attendance is expected for the accomplishment of course objectives. The facilitator recognizes that learners may have special issues and responsibilities that may impact physical attendance. If physical absences occur, the learner is responsible for contacting the facilitator in advance so that adjustments can be made to the instructional activities planned for a specific session. With approval from the instructor and the department chair, the learner may participate virtually. The instructor may provide limited access to the class through Zoom. However, it is the learner's responsibility to arrange with an in-class peer to provide virtual access to the class to ensure the quality of classroom learning. The learner is responsible for all work that is missed due to their absence from any class meeting, or portion thereof. It should be expected that physical absence from classes for reasons other than documented illnesses, emergencies, or other matters that prohibit the learner from traveling due to COVID restrictions may affect the final course grade. Excused absences for religious holy days or active military services are also permitted according to the policies outlined in the UT Tyler Graduate Handbook. One unexcused absence may result in a final grade reduced by one letter grade. Two or more unexcused absences from class will likely result in a grade of Incomplete (I) requiring the student to retake the course.

I will not accept late work in this course. All work turned in after the deadline will receive a grade of zero unless the student has a valid excuse and provides documentation within 48 hours of the missed deadline.

Academic Dishonesty Statement

Academic dishonesty, such as unauthorized collusion, plagiarism, and cheating, as outlined in the Handbook of Operating Procedures, University of Texas at Tyler, will not be tolerated. University regulations require the instructor to report all suspected cases of academic dishonesty to the Dean of Students for disciplinary action. In the event disciplinary measures are imposed on the student, it becomes part of the students' official school records. Also, please note that the handbook obligates you to report all observed cases of academic dishonesty to the instructor.

Students Rights and Responsibilities

To know and understand the policies that affect your rights and responsibilities as a student at UT Tyler, please follow this link: http://www.uttyler.edu/wellness/StudentRightsandResponsibilities.html

State-Mandated Course Drop Policy

Texas law prohibits a student who began college for the first time in Fall 2007 or thereafter from dropping more than six courses during their entire undergraduate career. This includes courses dropped at another 2-year or 4-year Texas public college or university. For purposes of this rule, a dropped course is any course that is dropped after the 12th day of class (See Schedule of Classes for the specific date).

Exceptions to the 6-drop rule may be found in the catalog. Petitions for exemptions must be submitted to the Registrar's Office and must be accompanied by documentation of the extenuating circumstance. Please contact the Registrar's Office if you have any questions.

Campus Carry

We respect the right and privacy of students 21 and over who are duly licensed to carry concealed weapons in this class. License holders are expected to behave responsibly and keep a handgun secure and concealed. More information is available at

http://www.uttyler.edu/about/campus-carry/index.php

UT Tyler a Tobacco-Free University

All forms of tobacco will not be permitted on the UT Tyler main campus, branch campuses, and any property owned by UT Tyler. This applies to all members of the University community, including students, faculty, staff, University affiliates, contractors, and visitors.

Forms of tobacco not permitted include cigarettes, cigars, pipes, water pipes (hookah), bidis, kreteks, electronic cigarettes, smokeless tobacco, snuff, chewing tobacco, and all other tobacco products. There are several cessation programs available to students looking to quit smoking, including counseling, quit lines, and group support. For more information on cessation programs please visit www.uttyler.edu/tobacco-free.

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Disability Services

In accordance with federal law, a student requesting accommodation must provide documentation of his/her disability to the Disability Support Services counselor. If you have a disability, including a learning disability, for which you request an accommodation, please contact Ida MacDonald in the Disability Support Services office in UC 282, or call (903) 566-7079.

Student Absence due to Religious Observance

Students who anticipate being absent from class due to a religious observance are requested to inform the instructor of such absences by the second class of the semester.

Social Security and FERPA Statement:

It is the policy of The University of Texas at Tyler to protect the confidential nature of social security numbers. The University has changed its computer programming so that all students have an identification number. The electronic transmission of grades (e.g., via e-mail) risks violation of the Family Educational Rights and Privacy Act; grades will not be transmitted electronically.

Emergency Exits and Evacuation:

Everyone is required to exit the building when a fire alarm goes off. Follow your instructor's directions regarding the appropriate exit. If you require assistance during an evacuation, inform your instructor in the first week of class. Do Not re-enter the building unless given permission by University Police, Fire department, or Fire Prevention Services.

Recording of Class Sessions

Class sessions may be recorded by the instructor for use by students enrolled in this course. Recordings that contain personally identifiable information or other information subject to FERPA shall not be shared with individuals not enrolled in this course unless appropriate consent is obtained from all relevant students. Class recordings are reserved only for the use of students enrolled in the course and only for educational purposes. Course recordings should not be shared outside of the course in any form without express permission.