

UNIVERSITY OF TEXAS AT TYLER

STRATEGIC LEADERSHIP PROCESSES

Initial Release: 1/1/24

Revised:

COURSE: MANA 5345.060 MANA 5345.061: Spring 2024 (Online Class)

DURATION: Start Date: 1/15/2024
End Date: 4/28/2024

FACULTY: D. Harold Doty, PhD
Office: Soules College 350.39
Phone: 903.565.7101
Email: hdoty@uttyler.edu
Phone office hours: TTH 8:30 – 9:30 and by appointment.

TEXTBOOK: Northouse, P. G. (2022). (9th Ed.) Leadership: Theory and Practice.
Thousand Oaks: CA: Sage Publications.

ISBN: 978-1-5443-9756-6506362311

Discussion articles/videos and other supplemental readings will be posted on Canvas.

COURSE OVERVIEW AND OBJECTIVES:

The goal of the course is to develop your conceptual and practical competence for organizational leadership roles. By the end of the course, you will have been exposed to many management ideas, theories and applications. You will:

1. Understand the role of a leader in the organization and the challenges and opportunities associated with this role.
2. Learn what motivates leaders as well as which motivation strategies leaders can utilize to become effective.
3. Compare and contrast different leadership styles and their applicability to different organizational contexts and situations.

4. Understand the contributions of teams, how values play an important role in teams, strategies to manage conflict, and learn to evaluate your team members.
5. Demonstrate the ability to apply administrative and management concepts in a for profit environment.

The course incorporates a dual focus on: a) strong analytical fundamentals (i.e., theoretical knowledge from leadership research) and b) practical application of leadership theory to organizational situations. The content of the course and the assignments will draw upon 1) cutting-edge research from management and other disciplines; 2) business cases and videos; and 3) your personal experiences.

COURSE DESIGN:

The course content is presented in 14 modules with each module containing the content to be covered during the assigned week. Class content/assignments will include the following: the award winning “Doty Speaks” narrated PowerPoint series, article(s)/videos, 3 discussion board assignments (DBAs), 4 multiple-choice quizzes, 1 group project, and two major multiple-choice exams. The Course Calendar presented in Canvas contains the detailed schedule of the course with the due dates for each assignment. Here is a brief description of what each type of course activity constitutes:

Doty Speaks: Okay, maybe award winning was a stretch, but I have posted one or more narrated Power Point slideshows for each module. I encourage you to listen to the slideshows before you read the chapters. Please be aware that these slideshows will help highlight important points about the topic but are not intended to replace the reading material in the textbook.

Articles/Videos. Every week, in addition to your textbook chapters, you will need to read an article(s) and watch video(s) on the topics covered during that week. The articles will be posted on Canvas in the corresponding modules. The links to the videos for each week are provided in the modules on the Canvas page.

DBAs. These assignments will be completed in your DBA groups which are larger groups than your Group Project groups. There will be 3 DBAs during the course. DBAs will be based on the chapter(s) covered during the corresponding or previous module and/or article/video posted on Canvas. Each DBA will require 2 posts (300-400 words each): a response to my question as well as a response to another (only one) student’s post of your choice. Each DBA post will require 2 citations: one internal citation (a page from your textbook) and one external citation (any reputable business article). Totally, you will need 4 citations per each DBA. You CAN use the articles posted on Canvas for your external citations. Alternatively, you can find any other articles from reputable business magazines and journals and cite them in your posts.

It is critical to approximate the APA style in writing and referencing. Also, I reserve the right to subtract points for sloppy writing that contains grammatical and/or stylistic errors.

Please pay careful attention to the deadlines. If your initial posting is late, you will lose one point. There is no flexibility on this deadline.

Quizzes. There will be 4 open book quizzes covering the required reading material (textbook, power point slides, and/or readings) for the corresponding week(s). Each quiz will consist of 12 to 16 one-point multiple-choice questions. You can take a quiz at any time before its deadline; the time you can spend on a quiz (once started) is unlimited. However, once you started the quiz you should complete it because there will be no option to exit it and return to it. **I WILL NOT REOPEN A QUIZ FOR YOU AND YOU WILL LOSE POINTS.**

Group Project. This assignment will be completed with your smaller Group Assignment group. This Assignment is meant to give brief hands-on exposure and/or practice in key topic areas. The exercise will require advanced preparation, including reading the corresponding book chapters as well as doing online research. Group members need to coordinate their interaction on their own (distribute parts of assignment, do research, editing, proofreading, etc.). You may use any means of communication that are more convenient for you and your group members. One document per group with a completed assignment needs to be submitted on Canvas by the deadline under Group Exercise.

Exams. There will be 2 multiple choice exams offered through the services of Proctor U. You do not need to register in advance to complete the exams; they are accessed through the course Canvas page. The access codes are automatically generated or will be provided by me. Sometimes when students encounter problems it helps if they switch between the Chrome and Firefox browsers. As far as I can tell, this is strictly a random event and I have no idea why it works. If you change browsers, I believe you will also need to reinstall the extension. Each exam will have about 50 1 point questions and will be restricted to a 75 minute timeframe.

Please be aware that you will only have the opportunity to answer each question one time; you will not be allowed to move backward through the exam. Further, you will not be able to review the exam after it is completed and graded. The exams are a summative rather than a formative exercise.

I strongly suggest that you begin the exams before 8 pm on the last day of the exam or you might not have time to complete the exam. Sometimes you will hit technical difficulties especially toward the end of the testing window. You must adjust your camera so your face is visible during the exam and you will be recorded throughout the exam. Failure to do this or violating any other testing protocol procedures may result in receiving a zero on the exam.

Official ProctorU Legalese. The assessments in this online course will be proctored using ProctorU and you will be monitored via a video recording during the exams. Beyond the cost of initial

equipment needed (e.g., a camera for your computer), there will not be any additional cost for proctoring. You will need to create a ProctorU account and install the ProctorU extension before attempting any assessment. **At the time I am preparing this syllabus I hope to move from the extensions to the Guardian Website for administering the exams. I can't promise that will happen, but that is my hope. I will keep you updated using the Canvas Course page.**

To create a ProctorU account, follow the ProctorU tool within Canvas. Please make sure you are using the current version of Chrome or Firefox and download the ProctorU extension available at <http://bit.ly/proctoruchrome> or <https://www.proctoru.com/firefox>.

In order to use ProctorU, you will need the following:

- High-speed Internet connection
- Webcam (internal or external)
- Windows, Mac, or Chrome Operating System
- Up-to-date Chrome or Firefox browser and ProctorU extension installed
- Valid photo ID
- Quiet environment to take your assessment

You can visit the Test Taker Resource Page for additional information at <https://bit.ly/ProctorMe>. *I hope this site still works!*

GRADE DISTRIBUTION:

Course Activity	Quantity	Individual/Group	Grade Value
Quizzes	4	Individual	20%
Discussion Board Assignments (DBAs)	3	Individual (but will need to read and respond to your group members' posts)	15%
Group Project	1	Group	5%
Exam 1	1	Individual	30%
Exam 2	1	Individual	30%
TOTAL:			100%

Scale for final letter: A (90-100); B (80-89.99); C (70-79.99); D (60-69.99); and F (Below 60).

- I do not round grades up.
- I do not allow make-up work.
- I do not accept late work.
- I do not provide extra credit opportunities.

TECHNICAL SUPPORT:

If you experience technical problems or have a technical question about this course, you can obtain assistance by emailing itsupport@patriots.uttyler.edu. When you email IT Support, include a complete description of your question or problem including:

- The title and number of the course
- The page in question
- If you get an error message, a description and message number
- What you were doing at the time you got the error message

You may also visit Distance Education FAQs for helpful information.

GENERAL UT TYLER ACADEMIC POLICIES:

See below or access at <http://www.uttyler.edu/academicaffairs/files/syllabuspolicy.pdf>

IMPORTANT DATES:

Census date: 1/29/24

Last day to withdraw from one or more classes: 3/25/24

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/rightsresponsibilities.php>

We respect the right and privacy of students 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>.

DISABILITY SERVICES

In accordance with Section 504 of the Rehabilitation Act, Americans with Disabilities Act (ADA) and the ADA Amendments Act (ADAAA) the University offers accommodations to students with learning, physical and/or psychiatric disabilities. If you have a disability, including non-visible disabilities such as chronic diseases, learning disabilities, head injury, PTSD or ADHD, or you have a history of modifications or accommodations in a previous educational environment you are encouraged to contact the Student Accessibility and Resources office and schedule an interview with the Accessibility Case Manager/ADA

Coordinator. If you are unsure if the above criteria apply to you, or have questions or concerns, please contact the SAR office.