COMM 5328: Leadership and Group Process
The University of Texas at Tyler
(M 6:00-8:45)

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Text
*Leadership: Theory and Practice (6th ed.). Northouse*

Course Description
Involves the student in a definition of leadership and its role within the process of small groups. It is a theoretical study of communication networks, human motivation, conflict reduction, and the introduction of social change.

Student Learning Outcomes
A. Students will be able to explain communication from a variety of communication theoretical perspectives.
B. Students will be able to evaluate the communication rules, norms, listening skills, and rhetorical strategies used by people.
C. Analyze and practice communication that creates or results from complex social organization.

Major Requirements & Grade % Approximations (410)

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Points</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>a. Chapter Summaries (16)</td>
<td>160</td>
<td>40%</td>
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<tr>
<td>b. Discussion/Participation</td>
<td>50</td>
<td>10%</td>
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<tr>
<td>c. Original Research (Case Study)</td>
<td>200</td>
<td>50%</td>
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Service Learning

Grades: Standard Grading Scale

<table>
<thead>
<tr>
<th>Grade Range</th>
<th>Grade</th>
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<tbody>
<tr>
<td>90% - 100%</td>
<td>A</td>
</tr>
<tr>
<td>80% - 89%</td>
<td>B</td>
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<tr>
<td>70% - 79%</td>
<td>C</td>
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<tr>
<td>60% - 69%</td>
<td>D</td>
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<tr>
<td>59% - ↓</td>
<td>F</td>
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Attendance Policy
Perfect attendance in this course is recommended. A student is more likely to do better in this course with higher attendance. In-class activities may be missed due to absences and are only available for make-up if the absence is excused. If a student must miss class, he or she is advised to contact another student to learn what was missed and if any work is due on a following class period because that work is still due next class period whether or not the absence was excused. If you are to be absent from a class, whether or not you miss any assignments, you must notify the teacher before-hand if possible, but no later than the next class period, of your desire to make up any missed work in order to be able to do so. Illness excuses must be accompanied by a doctor’s note for instructor consideration.

Participation
Students are expected to not only attend class, but to play active roles in the classroom. Assigned text readings are to be completed before each class session and students are encouraged to ask questions or offer insight during class periods. When group or individual assignments or activities are assigned, everyone is expected to participate as assigned.

Assignments and Exams
All assignments are due when stated by the instructor. As the college experience is, in part, designed to prepare students for the work place, ABSOLUTELY NO LATE WORK will be accepted. If you have completed at least part of an assignment by the due date, it is better to turn in part of the assignment on time than to turn in the completed assignment late for no credit. All homework turned in, unless otherwise stated, is to be typed. Any exam must be taken on the designated day and time set forth by the instructor. Any exceptions to due dates must be verified with the instructor prior to the scheduled deadline. Lack of performance as a part of a group assignment can constitute in a lowered grade than other group members.

Original Work
All student work must be original to the student and original for the course where assigned. Any failure to abide by high standards or ethics in regard to student work will be handled by the instructor and the university and may constitute in the student failing the course and receiving further reprimand from the university. Plagiarism is a big deal and the consequences can go much further than the universities reach, so please be careful.

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://www2.uttyler.edu/wellness/rightsresponsibilities.php

Grade Replacement/Forgiveness and Census Date Policies
Students repeating a course for grade forgiveness (grade replacement) must file a Grade Replacement Contract with the Enrollment Services Center (ADM 230) on or before the Census Date of the semester in which the course will be repeated. Grade Replacement Contracts are available in the Enrollment Services Center or at http://www.uttyler.edu/registrar. Each semester’s Census Date can be found on the Contract itself, on the Academic Calendar, or in the information pamphlets published each semester by the Office of the Registrar.
Failure to file a Grade Replacement Contract will result in both the original and repeated grade being used to calculate your overall grade point average. Undergraduates are eligible to exercise grade replacement for only three course repeats during their career at UT Tyler; graduates are eligible for two grade replacements. Full policy details are printed on each Grade Replacement Contract.
The Census Date is the deadline for many forms and enrollment actions that students need to be aware of. These include:
- Submitting Grade Replacement Contracts, Transient Forms, requests to withhold directory information, approvals for taking courses as Audit, Pass/Fail or Credit/No Credit.
- Receiving 100% refunds for partial withdrawals. (There is no refund for these after the Census Date)
Schedule adjustments (section changes, adding a new class, dropping without a “W” grade)
- Being reinstated or re-enrolled in classes after being dropped for non-payment
- Completing the process for tuition exemptions or waivers through Financial Aid

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 census date (See Academic Calendar for the specific date). Exceptions to the 6-drop rule may be found in the catalog. Petitions for exemptions must be submitted to the Enrollment Services Center and must be accompanied by documentation of the extenuating circumstance. Please contact the Enrollment Services Center if you have any questions.

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, Cynthia Lowery Staples. If you are unsure if the above criteria applies to you, but have questions or concerns please contact the SAR office. For more information or to set up an appointment please visit the SAR office located in the University Center, Room 3150 or call 903.566.7079. You may also send an email to cstaples@uttyler.edu

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 meeting of the semester.

Student Absence for University-Sponsored Events and Activities
If you intend to be absent for a university-sponsored event or activity, you (or the event sponsor) must notify the instructor at least two weeks prior to the date of the planned absence. At that time the instructor will set a date and time when make-up assignments will be completed.

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.

Chapter 8. Student Conduct and Discipline
Sections on Academic Dishonesty
Sec. 8-304. Scholastic Violations
a. When a faculty member has reason to suspect that a student has violated university regulations concerning scholastic dishonesty, the faculty member may refer the case to the dean* who shall proceed under section 8-301, or meet with the student(s) involved and discuss the alleged violation and the evidence that supports the charge. After conferring with the student, the faculty member may dismiss the allegation or proceed under subsection (b) or (c).
b. In any case where a student accused of scholastic dishonesty does not dispute the facts upon which the charges are based and executes a written waiver of the hearing procedures, the faculty member may assess an academic penalty pursuant to section 8-503, and shall inform the student of such action in writing, and report the disposition of the incident to the dean. The dean may summon the student for consideration of an additional disciplinary penalty.

c. In a case where a student accused of scholastic dishonesty disputes the facts upon which the charges are based, or chooses not to waive the right to a hearing before a hearing officer, the faculty member shall refer the matter to the interim dean of students who shall then proceed under section 8-301.

d. A student may appeal the decision of a faculty member under subsection(b) by giving written notice to the interim dean of students within fourteen days from the date on which the decision was announced. The appeal is conducted in accordance with subchapter 8-600. The appeal is restricted to the issue of penalty, and no transcript shall be required.

*Dean in this section refers to the Dean of Student Affairs

Sec. 8-503. Authorized Academic Penalties
a. A faculty member, under section 8-304, or the dean of students or hearing officer may impose one or more of the following penalties for scholastic dishonesty:
1. written warning that further scholastic violations may result in a more severe penalty;
2. no credit or reduced credit for the paper, assignment, or test in question;
3. retaking of examination or resubmission of assignment;
4. failing grade or reduced final grade for the course.

b. The dean of students, with approval of the student's academic dean, may assign an academic penalty for violation of a university regulation concerning scholastic dishonesty to a student who fails without good cause to comply with subsection 8-302(c) or subsection 8-403(e).

c. A student who is in violation of a university regulation concerning scholastic dishonesty may also be subject to one or more of the penalties in section 8-501.

Sec. 8-802. Scholastic Dishonesty
a. The dean or a faculty member may initiate disciplinary proceedings under section 8-300 against a student accused of scholastic dishonesty.

b. "Scholastic dishonesty" includes, but is not limited to, cheating, plagiarism, collusion, falsifying academic records, and any act designed to give unfair academic advantage to the student (such as, but not limited to, submission of essentially the same written assignment for two courses without the prior permission of the instructor, providing false or misleading information in an effort to receive a postponement or an extension on a test, quiz, or other assignment), or the attempt to commit such an act.

1. "Cheating" includes, but is not limited to:
   A. copying from another student's test paper; using during a test materials not authorized by the person giving the test;
   B. failing to comply with instructions given by the person administering the test;
   C. possession during a test of materials which are not authorized by the person giving the test, such as class notes or specifically designed "crib notes." The presence of textbooks constitutes a violation only if they have been specifically prohibited by the person administering the test;
   D. using, buying, stealing, transporting, or soliciting in whole or part the contents of an unadministered test, test key, homework solution, or computer program;
   E. collaborating with or seeking aid from another student during a test or other assignment without authority;
   F. discussing the contents of an examination with another student who will take the examination;
   G. divulging the contents of an examination, for the purpose of preserving questions for use by another, when the instructor has designated that the examination is not to be removed from the examination room or not to be returned to or kept by the student;
   H. substituting for another person, or permitting another person to substitute for oneself to take a course, a test, or any course-related assignment;
I. paying or offering money or other valuable thing to, or coercing another person to obtain an unadministered test, test key, homework solution, or computer program, or information about an unadministered test, test key, homework solution, or computer program;

J. falsifying research data, laboratory reports, and/or other academic work offered for credit;

K. taking, keeping, misplacing, or damaging the property of the university, or of another, if the student knows or reasonably should know that an unfair academic advantage would be gained by such conduct; and

L. misrepresenting facts, including providing false grades or résumés, for the purpose of obtaining an academic or financial benefit for oneself or another individual or injuring another student academically or financially.

2. "Plagiarism" includes, but is not limited to, the appropriation, buying, receiving as a gift, or obtaining by any means another's work and the submission of it as one's own academic work offered for credit.

3. "Collusion" includes, but is not limited to, the unauthorized collaboration with another person in preparing academic assignments offered for credit or collaboration with another person to commit a violation of any section of the rules on scholastic dishonesty.

4. "Falsifying academic records" includes, but is not limited to, altering or assisting in the altering of any official record of the university or the University of Texas System, the submission of false information or the omission of requested information that is required for or related to any academic record of the university or the University of Texas System. Academic records include, but are not limited to, applications for admission, the awarding of a degree, grade reports, test papers, registration materials, grade change forms, and reporting forms used by the Office of the Registrar. A former student who engages in such conduct is subject to a bar against readmission, revocation of a degree, and withdrawal of a diploma.
Course Calendar

Week 1
Introduction to Course
Ch. 1 Introduction
Discuss Case Study Research – Service Learning

Week 2
Labor Day Break – NO CLASS
Please Read Chs. 2 & 3 Trait Approach & Skills Approach (Chapter Summaries still due next Monday)

Week 3
Chs. 4 & 5 Style Approach & Situational Approach
Due: Chs. 2, 3, 4, 5 Summaries

Week 4
Ch. 6 Contingency Theory (Wyley McCoy)
Due: Ch 6 Summary

Week 5
Ch. 8 Leader-Member Exchange Theory (Travis Bearden)
Due: Ch 8 Summary

Week 6
Ch. 9 Transformational Leadership (Perry Henderson)
Due: Ch 9 Summary

Week 7
NO CLASS – RESEARCH WORK DAY
Please read Ch. 7 Path-Goal Theory (Chapter Summary still due next Monday)

Week 8
Ch. 16 Leadership Ethics (Rob Shultz)
Due: Chs 7 & 16 Summaries

Week 9
Ch. 11 Authentic Leadership (Reggie Howell)
Due: Ch 11 Summary

Week 10
Ch. 14 Women and Leadership (Susan Conwell)
Due: Ch 14 Summary

Week 11
Ch. 10 Servant Leadership (Scotty Harris)
Due: 10 Summary

Week 12
Ch. 12 Team Leadership (Ashley Ward)
Due: Ch 12 Summary
**Week 13**
Ch. 13 & 15  *Psychodynamic Approach & Culture and Leadership*
Due: Chs 13 & 15 Summaries

**Week 14**
Thanksgiving Break (Enjoy the break - you deserve it!)

**Week 15**
Work: Research Case Study Paper and Presentation

**Week 16**
Due: Research Case Study Paper and Presentation
Read each chapter of the textbook and write 2 page summaries (Times New Roman, Double-Spaced, Standard Margins, Only One Line Heading Including Name and Chapter # and Title). The summary should include:

1. A clear explanation of the chapter’s theory/concept.
2. Who seems to be the primary theorist related to the chapter and why did you choose him/her?
3. An overview of the chapter.
4. 2 Questions you might have regarding the chapter content.

Please number and/or title the sections of your summaries for clarity in grading and work to display proof of reading the chapter.

Total Points Possible = 160 (10 per summary)

Discussion and participation on the part of each student is very important in a graduate course. Graduate courses involve less teacher instruction than teacher guidance, meaning student interaction and discovery are encouraged. Please read each reading assignment and come prepared to make comments in class, ask questions of guest speaker(s), and offer feedback to the comments of other students.

Total Points Possible = 50

As an act of service learning and research/consultation, please select a proximally convenient leader to evaluate. This leader must be approved by the professor and cannot be a previous employer, current employer, family member, etc. Please reach out to this leader to request and conduct a kind of leadership assessment/interview/consultation. Meet with the leader to discuss her/his leadership style by way of description of examples and scenarios. Learn about his/her greatest challenge or growth area as a leader as well as greatest strength.

Upon completion of this/these interview(s), please write a 10 page paper regarding your subject’s leadership style (Double-Spaced, Times New Roman, Standard Margins, APA Style, Minimum of 5 Academic Sources – textbook does not count as one of these sources, and cite a minimum of 2 guest lecturers). The paper should address (in sections) the following areas:

1. Introduction and Description of Leader Subject
2. Analysis of Leadership Style
   a. Strength(s)
   b. Growth Area(s)
3. Results of Leadership Consultation (this section is where you offer advice to the leader based on academic research)

Please be sure to compliment the data with anecdotes as well as strong scholarly research citations to substantiate claims made within the paper. The goal of this project is to provide a well-rounded and educated service to leaders in the community or surrounding communities while providing an educational experience for the student. Therefore, you will present your paper to the class in a brief 5-7 minute presentation and mail your paper to your respective leaders.

Total Points Possible = 200
Assignment: _____________________

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<tr>
<th>Description of Work</th>
<th>Grade</th>
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<tbody>
<tr>
<td>The paper is free of grammatical errors, closely adheres to the required style format, and is the correct length (with appropriate spacing and margins). Content from the assignment is clearly covered and is done so in a manner that displays a high level of understanding and application of theory or course concepts to the paper topic(s). The paper displays a high level of effort and originality in thought and writing and makes a clear point.</td>
<td>A</td>
</tr>
<tr>
<td>The paper is nearly free of grammatical errors, adheres to the required style format, and is the correct length (with appropriate spacing and margins). Content from the assignment is covered and is done so in a manner that displays an adequate level of understanding and application of theory or course concepts to the paper topic(s). The paper displays a good level of effort and originality in thought and writing.</td>
<td>B</td>
</tr>
<tr>
<td>The paper has a few grammatical errors, somewhat adheres to the required style format, and is near the correct length (with appropriate spacing and margins). Content from the assignment is mostly covered and is done so in a manner that displays a marginal level of understanding and application of theory or course concepts to the paper topic(s). The paper displays an evidently average level of effort and originality in thought and writing.</td>
<td>C</td>
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<tr>
<td>The paper has a significantly noticeable amount of grammatical errors, does not adhere to the required style format, and is not quite near the correct length (with appropriate spacing and margins). Content from the assignment is only partially and is done so in a manner that displays a lack of understanding and application of theory or course concepts to the paper topic(s). The paper displays an inadequate level of effort and originality in thought and writing.</td>
<td>D</td>
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<td>The paper has numerous grammatical errors, does not adhere to the required style format, and is not near the correct length (with appropriate spacing and margins). Content from the assignment is not covered and a strong lack of topic-understanding is evident. The paper displays an evidently low level of effort and originality in thought and writing.</td>
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Please see university policy on plagiarism and work hard to not plagiarize. If you are unsure as to whether you are plagiarizing the work of another person it is best to be cautious and take the appropriate steps to insure you are not plagiarizing. In the event that you are caught plagiarizing on this paper you will receive either a reduction of 50% on the assignment (if the plagiarism is minor or not seemingly blatant) or a 0% on the assignment (if the plagiarism is major and seemingly blatant). There are clear guidelines available for what constitutes plagiarism so please do not plan to plead ignorance in the event your grade is reduced for plagiarism. I hope this is not an issue with your paper and do not expect it to be so.

Total: ________________