

## UNIVERSITY OF TEXAS AT TYLER

### STRATEGIC LEADERSHIP PROCESSES

Initial Release: 08/26/2019

Revised:

**COURSE:** MANA 5345.060 & .061 Fall 2019 (Online Class)

**DURATION:** Start Date: 08/29/2019  
End Date: 12/06/2019

**FACULTY:** D. Harold Doty, PhD  
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**TEXTBOOK:** Northouse, P. G. (2019). (8th Ed.) Leadership: Theory and Practice. Thousand Oaks: CA: Sage Publications. ISBN: 9781506362311  
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, 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, manage conflict and learn to evaluate your team members.
5. Demonstrate the ability to apply administrative and management concepts in a healthcare environment.
6. Identify a current healthcare issue, investigate and evaluate potential solutions to the issue and

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: power point slides from the text book, the award winning “Doty Speaks” narrated PowerPoint series, article(s)/videos, 3 discussion board assignments (DBAs), 4 multiple-choice quizzes, 1 group exercise, and two major multiple-choice exams. The Course Calendar presented below 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:

**Power Point Slides.** Power point slides will be posted for each chapter covered in the course. Slides should be used as a supplement to and not as a substitute for the textbook.

**Doty Speaks:** Okay, maybe award winning was a stretch, but I will post one 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 weekly folders. The links to the videos for each week are provided in weekly syllabus content below.

**DBAs.** There will be 3 DBA 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 not flexibility on this deadline.

**Quizzes.** There will be 4 quizzes covering the required reading material (textbook, power point slides, and/or readings) for the corresponding week(s). Each quiz will consist of 15 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 Exercise.** The group exercise is meant to give brief hands-on exposure 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 exercise 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. 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.

**Official ProctorU Legalese.** The assessments in this online course will be proctored using ProctorU. 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.

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>

## **GRADE DISTRIBUTION:**

Course Activity	Quantity	Individual/Group	Grade Value
Quizzes	3	Individual	20%
Discussion Board Assignments (DBAs)	3	Individual (but will need to read and respond to your group members' posts)	15%
Group Exercise	1	Group	15%
Exam 1	1	Individual	25%
Exam 2	1	Individual	25%
<b>TOTAL:</b>			<b>100%</b>

**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.

## **TECHNICAL SUPPORT:**

If you experience technical problems or have a technical question about this course, you can obtain assistance by emailing [itsupport@patriots.utttyler.edu](mailto:itsupport@patriots.utttyler.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.utttyler.edu/academicaffairs/files/syllabuspolicy.pdf>

## **IMPORTANT DATES:**

**Census date:** 09/09/19

**Last day to withdraw from one or more classes:** 11/04/19

## **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.utttyler.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, 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](mailto:cstaples@uttyler.edu)

## MANA 5345 FALL 2019 COURSE CALENDAR AND ASSIGNMENT SUMMARY

Initial Release 08/26/2019

Revision Date

Dates	Module	Topic/Textbook Chapter(s)	Article(s)	Videos	Assignments to be Submitted
08/26 - 09/01	1	Chapter 1 Chapter 2	Article 1, 2, and 3	Video 1, 2, and 3	<ul style="list-style-type: none"> <li>▪ Check In</li> <li>▪ Proctor U</li> <li>▪ Introduction to Group</li> <li>▪ Note double reading assignment</li> </ul>
09/02 – 09/08	2	Chapter 3	Article 4	Video 4	<ul style="list-style-type: none"> <li>▪ DBA 1 at 09/07 and 09/08 11:59 pm</li> </ul>
09/09 – 09/15	3	Chapter 4	Article 5	Video 5	<ul style="list-style-type: none"> <li>▪ Quiz 1 due 09/15 11:59 pm</li> </ul>
09/16 – 09/22	4	Chapter 5 Chapter 6	Article 6 and 7	Video 6 and 7	<ul style="list-style-type: none"> <li>• Note double reading assignment</li> </ul>
09/23 – 09/29	5	Chapter 7	Article 8	Video 8	<ul style="list-style-type: none"> <li>• DBA 2 due 09/28 and 09/29 at 11:59 pm</li> </ul>
09/30 – 10/06	6	Chapter 8	Article 9	Video 9	<ul style="list-style-type: none"> <li>• Quiz 2 due 10/06 at 11:59 pm</li> </ul>
10/07 – 10/13	7				<ul style="list-style-type: none"> <li>▪ First Exam via Proctor U last exam window about 8:00 pm 10/13</li> </ul>
10/14 – 10/20	8	Chapter 9 Chapter 10	Article 10 and 11	Video 10 and 11	<ul style="list-style-type: none"> <li>▪ Note double reading assignment</li> <li>▪ NOTE GROUP ASSIGNMENT AND BEGIN YOUR PLANNING</li> </ul>
10/21 – 10/27	9	Chapter 11	Article 12 and 13	Video 12	<ul style="list-style-type: none"> <li>▪ DBA 3 Due 10/26 and 10/27 at 11:59 pm</li> </ul>
10/28 – 11/03	10	Chapter 12	TBA	TBA	<ul style="list-style-type: none"> <li>▪ Quiz 3 Due 11:59 pm 11/03</li> </ul>
11/04 – 11/10	11	Chapter 13 Chapter 14	Article 14	Video 14	<ul style="list-style-type: none"> <li>• Note double reading assignment</li> </ul>
11/11 – 11/17	12	Chapter 15 Chapter 16	Article 15 Article 16	Video 15 Video 16	Note double reading assignment Quiz 4 Due 11:59 pm 11/17

11/18 – 11/24	13				<ul style="list-style-type: none"> <li>▪ Group Project Due 11/24 at 11:59 pm</li> </ul>
11/25 – 12/01	T-Day				<ul style="list-style-type: none"> <li>▪ NO ASSIGNMENT</li> </ul>
12/02 – 12/06	14				<ul style="list-style-type: none"> <li>▪ Second exam via ProctorU last exam window will be about 8:00 pm 12/06</li> </ul>

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