



**Course Syllabus for HRD 5350: Leadership & Ethics in HRD
Long Summer 2020**

Instructor: Rochell McWhorter, PhD

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Course Description:

Students will gain an understanding of the leadership process and leadership models relative to helping people and organizations adjust to and accept strategic leadership approaches. This course is delivered in an online environment utilizing various forms of technology.

Required Textbook/Materials:

1. Ferrell, O. C., Fraedrich, J., & Ferrell, L. (2012). *Business Ethics: Ethical Decision Making and Cases, 10th Edition*. ISBN-13: 978-1285423715
2. Johnson, G., & Gerwig, K. (2018). *WONTUOTEG* (3rd ed). Lulu.com ISBN: 9781387727865
3. Various Readings and Videos provided by Instructor
4. *APA 6 Publication Manual* or Purdue Owl Website
https://owl.purdue.edu/owl/research_and_citation/apa_style/apa_formatting_and_style_guide/general_format.html

Course Learning Objectives:

- Provide various definitions for *leadership* including *ethical leadership*
- Describe the importance of business ethics to leadership within the organizational setting
- Identify personal moral philosophies and values related to ethical leadership
- Engage in scholarly writing and conceptualization of an ethical leadership topic
- Demonstrate understanding of global awareness as it relates to leadership and ethics
- Apply concepts of ethical leadership to a service-learning project.

Course Competencies

1. Computer-Based Skills – the student will complete written assignments using the word processor as well as periodic Canvas assignments via Internet connectivity; will login in utilizing asynchronous platforms.
2. Communication Skills – the student will exhibit a mastery of written skills in completion of an assigned project and also asynchronous communication with classmates.
3. Interpersonal Skills – the student will interact in class discussions to clarify thinking regarding ethics and leadership topics and also interact with others at a non-profit organization for service-learning project.
4. Problem Solving (Critical Thinking) – the student will use conceptual thinking to analyze and make determinations for the semester paper and service-learning project.

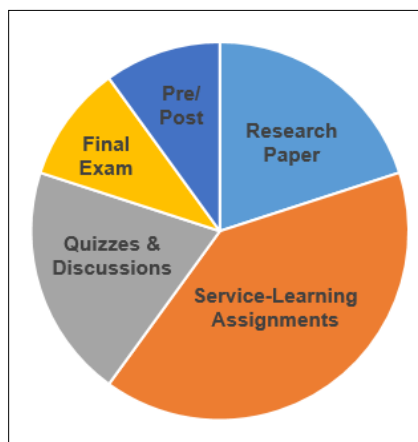
5. Ethical Issues in Decision Making and Behavior— the student will gain an appreciation of the ethics of leadership. They will also learn the basics of APA, 6th Edition when citing and referencing the ideas of others and in corporate social responsibility discussions and evidence of service in their community through their service-learning project.
6. Personal Accountability for Achievement – the student will complete projects and activities at the time designated by the instructor and will enter into class discussions.
7. Competence in Technology Principles-The student will demonstrate technology competencies as well as the benefits of technology through asynchronous technologies.

Grading:

A	90-100	B	80-89	C	70-79
D	60-69	F	< - 59		

Grading Policy for HRD 5350:

Online Quizzes & Discussions/Postings	20%
Service-Learning Assignments (Proposal, Final Report, Poster)	40%
Research Paper with embedded Infographic	20%
Pre and Post Experience Surveys	10%
Final Exam (Reflective Essay)	10%



Online Quizzes and Online Discussions—As part of students’ online instruction, there will be frequent quizzes and online discussions to demonstrate understanding of the topics covered in the readings as well as indicating how technology can allow professionals to network and collaborate around various topics. The quizzes are open note/open book and will have a short time limit to enhance academic honesty. Quizzes will not be reset if they “stall” so students are strongly encouraged to have a reliable Internet connection or take the Quiz on one of the UT Campuses (Tyler, Longview, Houston, Palestine). Online discussions involve reading, studying and posting a well-written comment/posting as assigned with everyone expected to be collegial to one another in online environments; and, summary papers encapsulate the essences of assigned readings/videos. All written work is expected to be college-level work, properly cited and referenced as needed, and free from grammar/spelling errors. **(20% of course grade).**

Service-Learning Assignments – Many non-profit organizations rely heavily on service work from volunteers. Also, many companies value social responsibility initiatives. This assignment provides one way for UT Tyler to “give back” to the community while students gain valuable hands-on experiences connecting textbook learning to real life and, also provides opportunities for students to network in their communities. In this course, each student will choose and gain approval for performing at least 20 hours (total) of service that in their community to earn an “A” (90%). For their chosen eService-Learning project,

students will conduct background research including thoroughly investigating nonprofit 501(c)(3) organizations in the community where they live or work, completing information from the organization based on an in-person or phone conference about the organization's past and current needs for volunteers; then, the student will complete a service-learning proposal and accompanying indemnification (release) form for approval prior to any service performed.

Once approved by Dr. McWhorter (including an email to the volunteer coordinator/director of their chosen nonprofit), students can begin. Also, designated release time from other assignments in the course is given while students are performing service-learning. If a student's proposal is submitted and approved earlier in the semester than the proposal due date, the student can begin as soon as approval is obtained from instructor and subsequent email sent to their nonprofit organization--which is helpful for students with heavy course load /workloads. After service-learning is performed, the student is required to have a supervisor at the nonprofit sign their completed reflection time log provided by the instructor for written documentation of their service-learning. The documentation and a final report will be uploaded into Canvas. Additionally, students will complete a poster template. From time-to-time, Dr. McWhorter is asked to display student work and will choose among those that are submitted for display including the annual "Celebration of Service-Learning". Students may attend the event if they wish to be present to view/discuss their poster. **(40% of course grade) NOTE: DUE TO COVID-19 CRISIS, WE WILL BE UTILIZING ONLINE OR AT-HOME ASSIGNMENTS WITH NONPROFITS, UNLESS SOCIAL DISTANCING CAN BE ESTABLISHED. I WILL DISCUSS THIS FURTHER WITH YOU AS THE COURSE PROGRESSES.**

Research Paper with embedded Infographic – Each student will choose a suitable topic from their textbook (involving leadership and ethical behavior) and will thoroughly research their chosen topic and will write an original written research paper (6-8 page research paper including Cover Page and Reference Page with at least six scholarly sources including the textbook; must include the synthesis of at least 3 peer-reviewed journal articles) and create an original Infographic that conceptualizes the primary themes of the paper which they will embed using one of the wrap-around features of their word processor. A template will be provided and must be used by student for this paper. All sources must be correctly cited and referenced according to APA 6 standards. **(20% of course grade)**

Pre and Post Experience Surveys students will be asked to complete anonymous online surveys in Qualtrics before and following their assignments and are asked to give permission for their data from these surveys to be compiled and aggregated into an ongoing UT Tyler research study by multiple instructors examining social media trends and effective learning strategies. Each survey should take about 10-15 minutes. Note: Students may choose to be exempted from taking the survey and instead complete an alternate assignment. **(10% of course grade)**

Final Exam – (10% of course grade). A study guide will be provided ahead of time so students have time to prepare for this reflective essay exam.

Make-Up Work and Late Work

Make-Up work is allowed with a medical/official university business excuse without proper documentation. Otherwise, there will be a **50% per calendar day penalty (including weekends)** for all late work not otherwise pre-authorized. Email instructor ahead of time for special cases (such as military duty/training, health or family emergencies; Dr. McWhorter will ask for documentation for these situations).

Writing Expectations

This is a graduate-level university course with numerous written assignments that should be free of spelling and grammatical errors and should include sufficient organization, demonstrate critical thinking, and the proper citing of sources and references according to APA 6 guidelines. If you seek assistance from the UT Tyler Writing Center, you should plan in advance for them to look over your paper and offer advice. If you need further tutoring, you should plan for at least two hour-long tutorials per assignment. Contact info: Tyler Writing Center, BUS 202, (903) 565-5995, email: utwritingcenter@gmail.com

Important Dates:

Census Date = **May 26, 2020**

Last Day to Withdraw from Classes = **July 9, 2020**

University and College Policies:

Soules College of Business Statement of Ethics:

The ethical problems facing local, national and global business communities are an ever-increasing challenge. It is essential the College of Business and Technology help students prepare for lives of personal integrity, responsible citizenship, and public service. In order to accomplish these goals, both students and faculty of the Soules College of Business at The University of Texas at Tyler will:

- Ensure honesty in all behavior, never cheating or knowingly giving false information.
- Create an atmosphere of mutual respect for all students and faculty regardless of race, creed, gender, age or religion.
- Develop an environment conducive to learning.
- Encourage and support student organizations and activities.
- Protect property and personal information from theft, damage and misuse.
- Conduct yourself in a professional manner both on and off campus.

SOULES COLLEGE OF BUSINESS CORE VALUES

- PROFESSIONAL PROFICIENCY
- TECHNOLOGICAL COMPETENCE
- GLOBAL AWARENESS
- SOCIAL RESPONSIBILITY
- ETHICAL COURAGE

UT Tyler Honor Code

Every member of the UT Tyler community joins together to embrace: Honor and integrity that will not allow me to lie, cheat, or steal, nor to accept the actions of those who do.

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>

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 is 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, quitlines, and group support. For more information on cessation programs please visit www.uttyler.edu/tobacco-free .

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 (**May 26, 2020**) is the deadline for many forms and enrollment actions of which students need to be aware. 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/Accessibility Services

In accordance with Section 504 of the Rehabilitation Act, Americans with Disabilities Act (ADA) and the ADA Amendments Act (ADAAA) the University of Texas at Tyler offers accommodations to students with learning, physical and/or psychological disabilities. If you have a disability, including a non-visible diagnosis such as a learning disorder, chronic illness, TBI, PTSD, ADHD, or you have a history of modifications or accommodations in a previous educational environment, you are encouraged to visit <https://hood.accessiblelearning.com/UTTyler> and fill out the New Student application. The Student Accessibility and Resources (SAR) office will contact you when your application has been submitted and an appointment with Cynthia Lowery, Assistant Director of Student Services/ADA Coordinator. For more information, including filling out an application for services, please visit the SAR webpage at: <http://www.uttyler.edu/disabilityservices> , the SAR office located in the University Center, # 3150 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 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.

Student Standards of Academic Conduct

Disciplinary proceedings may be initiated against any student who engages in scholastic dishonesty, including, but not limited to, cheating, plagiarism, collusion, the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, any act designed to give unfair advantage to a student or the attempt to commit such acts.

i. “Cheating” includes, but is not limited to:

- copying from another student’s test paper;
- using, during a test, materials not authorized by the person giving the test;
- failure to comply with instructions given by the person administering the test;
- 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 if they have been specifically prohibited by the person administering the test;
- using, buying, stealing, transporting, or soliciting in whole or part the contents of an unadministered test, test key, homework solution, or computer program;
- collaborating with or seeking aid from another student during a test or other assignment without authority;
- discussing the contents of an examination with another student who will take the examination;
- divulging the contents of an examination, for the purpose of preserving questions for use by another, when the instructors has designated that the examination is not to be removed from the examination room or not to be returned or to be kept by the student;
- substituting for another person, or permitting another person to substitute for oneself to take a course, a test, or any course-related assignment;
- 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, home solution or computer program;
- falsifying research data, laboratory reports, and/or other academic work offered for credit;
- taking, keeping, misplacing, or damaging the property of The University of Texas at Tyler, or of another, if the student knows or reasonably should know that an unfair academic advantage would be gained by such conduct; and
- misrepresenting facts, including providing false grades or resumes, for the purpose of obtaining an academic or financial benefit or injuring another student academically or financially.

ii. “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.

iii. “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.

iv. All written work that is submitted will be subject to review by plagiarism software.

Revised 05/19*

Note: *Any changes to these Syllabus policies will be updated at:
<http://www.uttyler.edu/academicaffairs/files/syllabuspolicy.pdf>

Additional Info: UT Tyler Resources for Students

- **[UT Tyler Writing Center](http://www.uttyler.edu/academicaffairs/files/syllabuspolicy.pdf)** (903.565.5995), BUS 202 <http://uttyler.mywconline.com/>
- **[UT Tyler Tutoring Center](https://www.uttyler.edu/tutoring/)** (903.565.5964), <https://www.uttyler.edu/tutoring/> or online tutoring: <https://uttyler.upswing.io/>
- **[UT Tyler Counseling Center](https://www.uttyler.edu/counseling/)** <https://www.uttyler.edu/counseling/>

Other Information: What to do in a Crisis:

- **[24/7 Crisis Line:](https://www.uttyler.edu/counseling/emergencies.php)** 903.566.7254 **[What to Do in a Crisis Webpage:](https://www.uttyler.edu/counseling/emergencies.php)**
<https://www.uttyler.edu/counseling/emergencies.php>



HRD 5350: Leadership & Ethics in HRD
Tentative Course Outline as of 5/11/20*

<u>Mod</u>	<u>Date</u>	<u>Topic/Description</u>	<u>Deliverables Due before Midnight on Ending Date of Module unless otherwise noted</u>
1	May 11- <u>Thurs</u> , May 21 2020	<ul style="list-style-type: none"> • Introduction to Course • Academic Honesty (video and document) • Review Syllabus and Course Outline • Read <i>Strategy+Business</i> article 	<ul style="list-style-type: none"> • 1.1 Complete Brief Pre-Survey in Qualtrics + Canvas text box • 1.2 Introduce Yourself Posting on Canvas “Discussions” • 1.3 Online Quiz over syllabus, outline, slides & readings
2	5/22/20 – 6/6/20	<ul style="list-style-type: none"> • Review: <i>What is Service Learning?</i> Folder in Modules • Textbook reading and view supplemental glossary (Chapters 1-5) • What is Virtual HRD, Mobile Learning, BYOD, Wearables, and Cybersecurity for HR/HRD 	<ul style="list-style-type: none"> • 2.1 Online Quiz covering Chapters 1-5 and glossary • 2.2 Service-Learning Proposal Due • Discussions Posting over BYOD, Wearables, and Cybersecurity (citations/references in APA 6)
3	6/8/20- 6/20/20	<ul style="list-style-type: none"> • Textbook reading and view supplemental glossary (Chapters 6-10) • Choose Topic from the textbook for the Research Paper 	<ul style="list-style-type: none"> • 3.1 Online Quiz covering Chapters 6-10 and glossary • 3.2 Topic for Research Paper in Module 5
4	6/22/20- 7/11/20	<ul style="list-style-type: none"> • Release Time for Service Learning (approx. 3 weeks) • Be sure you have ordered the !WONTUOTEG book for Module 6 	<ul style="list-style-type: none"> • Perform Online, At-Home, or Social Distanced Service-Learning for Nonprofit after proposal has been approved by Dr. McWhorter • Note: to be eligible for an “A” on this assignment, you must serve a minimum <u>20 clock hours</u> for your approved 501(c)(3) nonprofit. • 4.1 Final Report of SL with signed log • 4.2 Discussions Posting
5	7/13/20- 7/25/20	<ul style="list-style-type: none"> • “Discussions” posting about Service-Learning Experience • SL Poster due (must use template) • Research Paper with embedded original Infographic on a topic chosen from the textbook (must use template) 	<ul style="list-style-type: none"> • 5.1 Discussions Posting • 5.2 Service-Learning Poster • 5.3 Research Paper w/embedded Infographic
6	7/27/20- 8/8/20	<ul style="list-style-type: none"> • Make “Discussions” posting about Semester Paper and !WONTUOTEG book • Review and Take Final Exam • Complete Post-Experience Survey 	<ul style="list-style-type: none"> • 6.1 Discussions Posting • 6.2 Final Exam (5-paragraph reflective essay) • 6.3 Brief Post-Experience Survey in Qualtrics + Canvas text box

*Note: This is the tentative course calendar. If an unforeseen reason arises that the schedule needs to be altered, instructor reserves the right to upload a new calendar into Canvas and students will be notified by a Canvas Course announcement as to the needed change and revised calendar posted.