

Ethics and Leadership: The Capstone Course

MLSX 5351

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FOR HELP WITH BLACKBOARD, GO TO:

<http://help.blackboard.com/student/index.htm>

YOU MAY ALSO CALL THE UTEP HELP DESK WITH PROBLEMS OR QUESTIONS: 915/747-5257. I

WILL CHECK INTO BLACKBOARD AT LEAST ONCE A DAY, AND WILL CHECK MY EMAIL,

WITHERSP@UTEP.EDU SEVERAL TIMES A DAY, TO ANSWER QUESTIONS. I'LL USE

BLACKBOARD TO GIVE YOU FEEDBACK ON ASSIGNMENTS AND YOUR POSTS ON OUR DISCUSSION

BOARDS. ALWAYS FEEL FREE TO CONTACT ME WITH CONCERNS, QUESTIONS, IDEAS, AND OPINIONS.

COURSE OVERVIEW

The purpose of this course is to consider ethical issues involved in the exercise of leadership as well as the influence of an individual's personal ethics on the processes of leadership. We also will analyze ethical leadership behaviors in a variety of contexts.

I use Course Announcements every week (via Blackboard) for assignment reminders and other information about the course. I also use e-mail, via Blackboard, or you can reach me directly via email at wITHERSP@UTEP.EDU.

COURSE LEARNING OUTCOMES

Upon completion of this course, students should be able to:

- Identify key traditional ethical perspectives that have emerged from the study of applied ethics;
- Identify at least three components of ethical decision-making;
- Identify the influence of ethics in at least three leadership theories;
- Describe at least three behaviors that create ethical leadership climates;
- Describe an example of ethical crisis leadership;
- Describe the process of ethical leadership in the contexts explored in at least one of the other courses within the MLS degree program.

COURSE TOPICS

WEEK 1: Ethical Standards and Strategies

WEEK 2: The Role of Ethics in Relevant Leadership Theories

WEEK 3: Ethics and the Leader's Character

WEEK 4: The Notion of Evil: In Theory and Practice

WEEK 5: Ethical Contexts in Organizations

WEEK 6: Ethical Contexts in Society

WEEK 7: Ethical Crisis Leadership

WEEK 8 : Ethical Leadership in Another MLS Course Context

READING ASSIGNMENTS, BY WEEK

Texts: Meeting the Ethical Challenges of Leadership, 6th Edition, by Craig E. Johnson, Sage: Los Angeles, 2018.

Ethical Decision-Making, Cases in Organization and Leadership, Patricia A. Mitchell (Ed.) Gorham, ME: Myers Education Press, 2019.

WEEK BEGINNING:

October 19—Johnson, Chapt. 5, 6, and 7

October 26—Johnson, Chapt. 8; Witherspoon mini-lecture

November 2--Johnson, Chapt. 1, 2, and 3

November 9—Johnson, Chapt. 4

November 16--Johnson, Chapt. 9 and 10; Witherspoon mini-lecture

November 23—Johnson, Chapt. 11

November 30--Johnson, Chapt. 12; Witherspoon mini-lecture

COURSE ASSIGNMENTS

There will be five assignments in this course, each worth 20% of the final grade.

DISCUSSION POSTS (TOTALING 20% OF THE FINAL GRADE)

In weeks 1-6, I will post a question for student response. Each student will post a comment on the question, and react to at least one other student. The questions are designed to facilitate interaction, shared interests, and perhaps networking that may be beneficial to you beyond the course. **Posts should be the equivalent of one typed, double-spaced, page, and credit each week also depends on your responding to at least one other student post (no required length).** The questions are provided on Blackboard in each specified week.

SUMMARY OF JOURNAL ARTICLE (FIRST WRITTEN ASSIGNMENT, 20% OF FINAL GRADE)

The first written assignment, **due on November 8**, will be a **summary of a journal article on ethical leadership in one of the following journals: Leadership (the journal published by Sage Publications); Leadership Quarterly; or Leadership and Organizational Development Journal. All of these journals are in the UTEP Library.** You may pick any article you wish to summarize, but you may wish to select one published during the last 5 years. Leadership research is

consistently changing, and more recent articles may represent the better, or more current, research in the long tenure of leadership study. **The article should be 4 to 5 pages long, typed double-spaced. The author, name of the article and publishing information, such as date and journal title, should be provided at the beginning of the paper. Provide a brief description of the research study and key findings. If it is a theoretical article, what is the key theory and the author's major points? If it is an applied article, provide a brief description of the author and his/her main points.**

CASE STUDY ANALYSIS (SECOND WRITTEN ASSIGNMENT, 20% OF FINAL GRADE)

You may select any of the case studies in the **Mitchell text** for this assignment, **due November 22. Please answer the questions at the end of the case study, in an essay. It should be 3 to 4 pages long, typed double-spaced. Summarize the main points of the case, and then provide answers to the questions in paragraph form.** You are welcome to add comments and analysis beyond responses to the questions.

DESCRIPTION OF AN ETHICAL LEADER (THIRD WRITTEN ASSIGNMENT, 20% OF FINAL GRADE)

The third paper or written assignment, **due on December 6**, will be a description of a person you regard as an excellent example of an ethical leader. OR, you may choose to write a description of an example of ethical leadership exhibited by an individual at a particular time, e.g. the decision by the President of Johnson and Johnson to take Tylenol off the shelves until his company could develop ways to prevent product poisoning. (Tylenol was found to have been laced with arsenic in a major metropolitan city.) **This description should be 3-4 pages in length, typed double-spaced. Provide a biographical sketch of the leader, and why you chose him/her. Or, provide a brief biosketch of the leader and then describe the leadership behavior(s) that you have selected because of the exercise of ethics in the leadership process.**

ESSAY ON THE APPLICATION OF ETHICAL LEADERSHIP TO ANOTHER MLS COURSE (E.G. RELEVANCE OF ETHICAL LEADERSHIP TO THE LEADERSHIP OF CHANGE, OR TO LEADERSHIP COMMUNICATION, OR TO TEAM-BASED LEADERSHIP, ETC.) (LAST WRITTEN ASSIGNMENT, 20% OF FINAL GRADE)

The final assignment, **due on December 14**, will be an essay you prepare on the application of ethical leadership to another MLS course you have taken during your participation in the MLS leadership program. **Briefly summarize the course you are applying to this assignment, and then describe the relationship you see between that course and the exercise of ethical leadership. The essay should be 3 to 4 pages in length, typed double-spaced.**

OUR LEARNING SYSTEM: BLACKBOARD

YOU'LL NEED A COMPUTER WITH BASIC AUDIO/VIDEO OUTPUT EQUIPMENT, A STRONG INTERNET CONNECTION, AND MICROSOFT OFFICE OR SIMILAR SOFTWARE.

ACADEMIC DISHONESTY

Academic dishonesty is prohibited and is considered a violation of rules articulated in UTEP's Handbook of Operating Procedures. It is also contrary to the process of organizational leadership itself, and includes, but is not limited to, cheating, plagiarism, and collusion.

- *Cheating* may involve copying from or providing information to another student, possessing unauthorized materials during a test, or falsifying research data on laboratory reports.
- *Plagiarism* occurs when someone intentionally or knowingly represents another person's words or ideas as his or her own.
- *Collusion* involves the unauthorized collaboration with another person or group to commit any academically dishonest act.

Any act of academic dishonesty attempted by a UTEP student is unacceptable and will not be tolerated. Violations will be taken seriously and will be referred to the Office of Student Conduct and Conflict Resolution for possible disciplinary action. Students may be suspended or expelled from UTEP for such actions. More information can be found in the UTEP *Handbook of Operating Procedures*, under the heading "[Alleged Student Scholastic Dishonesty](#)" and the UT System [Regents' Rules and Regulations](#).

AMERICANS WITH DISABILITIES ACT AS APPLICABLE TO THIS CLASS

This law requires that all materials needed for a course be made available to all students in that course, whether it is a face-to-face class or an online course. Please contact me at the beginning of the semester if you need accommodations; I am happy to work with the office on campus that provides accommodations to students with disabilities. That office is the Center for Accommodations and Support Services (CASS) at 747-5148, or you can contact staff via email at cass@utep.edu. The office is located in UTEP Union East, Room 106.

For additional information, please visit the CASS website at www.sa.utep.edu/cass.

LIBRARY INFORMATION

Access the UTEP Library by visiting <http://libraryweb.utep.edu/>

Grading Scale: A = 90-100

B = 80-89

C = 70-79

D = 60-69

F = 0-59

