



**The University of Texas at El Paso
College of Liberal Arts
Master of Arts-Leadership Studies Program
Syllabus – Fall 2020**

Course: MLS 5300 Contemporary Concepts of Leadership

Meets: Tuesday; 5:00-8:00 p.m. at Fort Bliss Sergeant Majors Academy.

Instructor: Dr. Rueben Moreno; rmoreno@utep.edu; (915) 740.9649

Office: Liberal Arts Building, room 338, UTEP **Phone:** (915) 747.7013

Office Hours: Wednesday-Friday by appointment and online

*This syllabus is subject to change at my discretion to meet students' instructional needs and/or to accommodate time constraints.

Required Text(s):

1. Northouse, P.G. (2019). Leadership: Theory and practice, 8th edition, Thousand Oaks, CA: Sage Publications.
2. Please obtain one additional book from the recommended reading list (Blackboard). This book will be the topic of your book review assignment.
3. There will be additional assigned readings from the professional and research literature.

Course Objectives: Principles of contemporary leadership is an overview of the leadership field. The course is designed to provide students with foundational knowledge of leadership and an introduction to the language, research, and theory of leadership. As a result, participants will:

1. Identify various historical and contemporary leadership perspectives.
2. Identify and articulate your personal leadership strengths and weaknesses.
3. Develop, refine, and articulate, in writing, a personal leadership philosophy.
4. Identify, analyze, and describe (orally and in writing) effective leadership problem-solving approaches.
5. Become familiar with professional resources relevant to the course.
6. Know and practice principles, guidelines, and professional ethical standards regarding collegial and professional collaborations.
7. Develop and demonstrate knowledge of and the ability to critically review, examine, and present, orally and in writing, professional and research literature and apply the body of research in leadership studies.



Course Expectations: To create and maintain a positive learning environment, you are expected to take responsibility for your learning and play an active role in developing your academic skills and your own leadership development. To this end, you are each expected to aspire to excellence.

- **Nature of the course:** This course is a hybrid also known as a blended class, which means that seat time is reduced: part of the regular class meetings will be in the classroom, while some will take place on the course Blackboard. The purpose of a course organized in this fashion is to: a) give you more time and flexibility for in- depth reading, reflection, and discussion of course topics and b) provide the flexibility for working professionals to complete two intensive graduate courses within 8 weeks and thus complete degree requirements more quickly than with traditional formats.
- **Department:** Emergencies do arise and you do not need to call me if you are going to be absent; however, I appreciate an e-mail notification before class, if possible, or soon after. Arrange with your colleagues to exchange any class information that is not on the course Blackboard site. Because many discussions will take place during our class meetings, please be sure to listen (and refrain from talking) when another is speaking about class-related issues. Just as you are expected to know and practice academic civility, you are also expected to know and use appropriate Netiquette (see: <http://www.albion.com/netiquette/corerules.html>) for all on-line interactions.

If you experience an extraordinary situation during the semester, one that may preclude you from completing the course, see me as soon as possible so that we may discuss options for you.

- **Plagiarism:** Plagiarism means using someone else's work without giving that person direct credit. This includes using written text from any source or another's ideas. Academic dishonesty is an affront to the pursuit of knowledge and a student's integrity. Acts of plagiarism and other forms of academic dishonesty are serious and will be dealt with according to UTEP's policy. Graduate students are expected to be cognizant of and adhere to university policies and professional codes of behavior regarding academic integrity and ethics. If you have questions about what constitutes academic dishonesty, speak to me or refer to the UTEP Graduate Catalog or the APA Manual.
- **Assignments:** ALL out-of-class written assignments will be typed (word processed – 12" font) using APA (6th edition) format (Sample paper available at: https://owl.english.purdue.edu/media/pdf/20090212013008_560.pdf), free of mechanical errors, and adhere to standards of professional writing.



You should keep a copy of every assignment. Keep all returned assignments until the end of the semester. Read the directions for assignments carefully, budget your time, and start early on each assignment so you are finished and have time to **proofread** and **edit** before due dates. Starting early will allow you enough time to take your assignments through multiple drafts and to devote rigorous thought to them.

An assignment that does not adhere to the directions will not receive a passing grade. If you have any questions, or if you do not know what any of the grading criteria refer to, please ask. I am available by E-mail almost anytime between the hours of 9:00 a.m. and about 10:00 p.m. and will respond as quickly as possible. I can and will respond much more quickly to E-mail inquiries than to telephone messages.

- **Students with Disabilities:** If you have or believe you have a disability which may affect your ability to perform successfully in this course, you are encouraged to discuss this in confidence with the instructor and/or the Disabled Student Services Director. You may call 915.747.5148, visit the Disabled Student Services Office (DSSO) website at: www.utep.edu/dssso, or the DSSO office in 108 East Union Building. Students who have been designated as disabled must reactivate their standing with the DSSO on a yearly basis.

Performance Assessments: To be eligible for a course grade, the student must complete **all** the requirements listed below.

1. Read the text and other assigned readings. Participate **positively** in class, group, and on-line activities.
2. Effective communication is a key leadership skill. Narrative (story) is the most effective way to teach and one of the most effective tools leaders have. To further develop your narrative ability and to help us develop a community of learners, the first assignment is a brief (2 minutes maximum) visual introduction of yourself. Please use some combination of graphics (e.g., photos, clip art, etc.), audio (e.g., music), and words to introduce yourself, your values, and other information of your selection. I encourage you to experiment with a tool other than PowerPoint.



3. It is critical that leaders reflect deeply on their leadership beliefs and be able to clearly articulate those beliefs, or philosophy to followers. Draft your current thinking about leadership during the first week of class (helpful resources at: http://usacac.army.mil/cac2/cgsc/repository/dcl_leadershipPhilosophy.pdf and <http://ebiz.netopia.com/learntolead/guidance1>) and other resources will be posted to the Blackboard site. Throughout the semester, revisit and revise the draft as your thinking develops and evolves. Final versions will be due the 7th week of class.
4. Select one Professional Research Article based on Leadership. This article should be: 1) of exceptionally high quality, 2) appropriate to use to develop leaders, 3) add to one's professional development, and 4) one that you would recommend to other leaders. Your article review should summarize the author(s) main points, and identify both strengths and weaknesses. Your article review should be submitted with a copy of the article you have reviewed. This may be submitted via email.
5. Select, read, and write a critical analysis using one of the books on the recommended reading list, or another leadership book that you have not previously read and the instructor approves. Provide a brief oral presentation (see oral presentation guidelines) for the class. Your book analysis should be approximately 2-3 pages.
6. As a leader who is growing both as a scholar and a practitioner, you will be expected to mentor, coach, consult, teach, and lead others. Prepare and present a chapter from **Leadership: Theory and Practice, 8th edition**. The presentation should help the class grasp the essence of the chapter's content. The presentation should be developed and delivered in a manner appropriate for a training session for other leaders or presentation at a professional conference. Therefore, be sure to provide a brief review of the literature supporting the chapter thesis and if applicable any that is contrary to the author's point of view. Also, keep "direct teaching," that is lecturing, minimal – actively engage the class (and me) in learning and use appropriate technology to enhance the presentation. Presentations will not exceed 30 minutes. This assignment may be done with a classmate in which case you will each be part of two team presentations. (Assessment rubric posted at class Blackboard site.)
7. In lieu of a final examination, respond to three questions in a final reflective essay. The questions will be provided one week prior to the date the essay is due.



Unless otherwise stated, all assignments are due by midnight of the date indicated on the course calendar and should be submitted through Blackboard unless otherwise stated.

A grade of “Incomplete” (I) will not be given unless documented evidence of inability to complete the course work is provided.

Grading & Requirements:

- **Grading Scale:** A = 90-100% (excellent), B = 80–90% (superior), C = 70-79% (competent), D = 60-69% (below competent), F = 0-59% (failing).
Grades will be arrived by summing points earned on the following assignments:

Assignment	Points
1. Preparation & Participation*	10
2. Visual introduction of yourself	10
3. Leadership Philosophy (Final Draft)	15
4. Professional Article Review	10
5. Book Critical Analysis	10
6. Book Oral Presentation	10
7. Chapters Presentations	15
8. Final Reflective Essay	20
TOTAL POSSIBLE	100

****Includes all class, group, and on-line activities***

- **Assignment Sign-up Instructions:** An assignment sign-up spreadsheet will be available in class the first session and posted on the course Blackboard site. Please place your name in the cell indicating your preferred date in the row for each of the two class presentations. Dates will be assigned on a first-come, first-served basis so if it’s important for you to avoid a particular date, sign-up quickly!



Course Calendar:

Date	Discussion Topic(s)	Assignment(s)	Due on This Date
Oct. 20 th	Course orientation, syllabus requirements, leadership definitions, developing a personal leadership philosophy	Northouse Chapter 1 Dr. Moreno	Draft: Leadership Philosophy - submit via email rmoreno@utep.edu Due 10/25/20 <u>Visual Introductions, 2 minute minimum.</u> <u>Blackboard under Discussion Board → Visual Instructions</u> Due 10/27/20
Oct 27 th	Trait Approach Skills Approach Behavioral Approach	Northouse Chapter 2 Northouse Chapter 3 Northouse Chapter 4	<u>Online Discussion:</u> What did the LTQ confirm that you already knew about yourself? What surprised you about your LTQ results? Why or why not were you surprised? Due 11/03/20
Nov 3 rd	Situational Approach Path-Goal Theory	Northouse Chapter 5 Northouse Chapter 6	<u>Online Discussion:</u> Using no names, describe the "Is Your Boss. . . ." quiz outcomes and your reaction. Did it confirm what you already believed about the individual? Did any of the questions relate to your own behavior? How so? Complete the "quiz" and contribute to discussion before 11/09/20
Nov 10 th	Leader-Membership Exchange Theory Transformational Leadership Authentic Leadership	Northouse Chapter 7 Northouse Chapter 8 Northouse Chapter 9	<u>Reading Assignment for next class meeting, 11/16/19:</u> "What Is This Thing Called Leadership?"
Nov 17 th	Servant Leadership Adaptive Leadership Class Discussion	Northouse Chapter 10 Northouse Chapter 11 Article: What is This Thing Called Leadership?	Professional Article due on Friday, 11/22/20, 10:00 pm. Submit via email: rmoreno@utep.edu



MLS - Masters of Leadership Studies

Dec 1 st	Followership Leadership Ethics Team Leadership	Northouse Chapter 12 Northouse Chapter 13 Northouse Chapter 14	<p>Online Discussion: 1. Post a leadership ethical problem or situation (if based on a real experience, change all participants' names). 2. Read you classmates' postings and be prepared to address possible solutions next week in class. contribute to <u>discussion</u> before 11/27/20</p> <p>Final Version: Leadership Philosophy submit via email no later than Friday, 11/29/20, 10:00 pm rmoreno@utep.edu</p>
Dec 8 th	Gender and Leadership Culture and Leadership Book Review Presentations	Northouse Chapter 15 Northouse Chapter 16	<p>Written Book Review. submit via email by 12/07/20 rmoreno@utep.edu</p> <p>Final Exam: Reflective Essay Submit via email no later than Saturday, 12/15/20 rmoreno@utep.edu</p>