

Course Outline - Introduction to Leadership

Preliminary Year



General Information

Course #: Leadership Studies 0010A

Section #: 530

Term: Fall

Year: 2022

Format: In-person

Course Day and Time: Tuesday, 2:30-4:30 and Thursday, 2:30-3:30

Location: BR-18

Course Dates: September 8, 2022 to December 22, 2023

Instructor Information

Name: Dr. Andrew Chater

E-mail: achater@uwo.ca

Office hours: Monday, 3:30 pm – 4:30 pm, in person
Wednesday; 2:00 pm – 3:00 pm, via Zoom

Course Description

In this course, students are introduced to the history and evolution of approaches to leadership, and discover what makes an effective leader in today's world.

Required Course Materials

Readings will be posted to the class OWL website (<https://owl.uwo.ca/>).

Learning Outcomes

1. Critically understand different ways of thinking about leadership and apply this learning using examples from contemporary and historical cases (critical thinking, problem solving)
2. Analyze various theories of leadership by evaluating their relative merits in debate (critical thinking, problem solving)
3. Evaluate the traits of successful leaders and demonstrate a thorough understanding in class activities (inquiry and analysis, critical thinking)
4. Demonstrate an awareness of leadership in one's own life to assess career goals and develop active citizenship (self-awareness and development, social awareness and engagement)
5. Locate and understand high-quality research to aid in further university study goals (communication)

Brescia Competencies

| Competency | Goal for the Term |
|------------------------------------|--|
| 1. Communication | Recognize the requirement that clear communication should be supported by meaningful evidence (level 1) |
| 2. Critical Thinking | Identifies key concepts, statements and premises of arguments and the connections between premises and conclusions (level 1) |
| 3. Inquiry and Analysis | Identifies different types of sources, how they are used, organized, and accessed, and how to give credit to the work of others; identifies where they have a lack of knowledge about a subject of inquiry (level 1) |
| 4. Problem Solving | Articulate a problem using provided or basic framework and identify at least one solution; implement a mostly appropriate solution and generally evaluate its effectiveness (level 1) |
| 5. Self-Awareness and Development | Identify different patterns of thinking and comment on own performance (level 1) |
| 6. Social Awareness and Engagement | Demonstrates surface understanding of, and interest in, different cultures and social issues, although receptive to interactions with diverse others (level 1) |
| 7. Valuing | Identifies ethical or spiritual concepts and issues, and the various contexts where they may appear; starts to articulate own values (level 1) |

Teaching Methodology and Expectations of Students

This class will take place in-person, during our scheduled class time. Each week, students will:

- Download the weekly materials from our class OWL;
- Read a text reading before coming to class;
- Take part in a lecture with participation, and;
- Work on class assignments.

Students should come to class ready to participate, having read the assigned reading for the week. Class may take place on Zoom if necessary (for example, the instructor is ill).

Evaluation

| Component | Weight | Date/Deadline | Learning Outcome | Brescia Competencies |
|---|--------|-------------------------|------------------|----------------------|
| Annotated Bibliography | 10% | September 29 by 4:00 pm | 5 | 1, 3 |
| Mid-Term Test | 30% | October 18 | 1, 2, 3, 4 | 2, 4, 5 |
| Annotated Bibliography Re-Submission | 10% | November 17 by 4:00 pm | 5 | 1, 3 |
| Final Exam | 35% | Dec. exam period | 1, 2, 3, 4 | 2, 4, 5 |
| Participation | 15% | Various | 1, 2, 3, 4 | 6, 7 |

Annotated Bibliography (10% x 2)

Students must hand in an annotated bibliography with a scholarly source about a leadership topic they find interesting. The source must include a citation according to Chicago Style and a 300-word summary. Students will submit their bibliography for marking, then re-submit it after making the corrections suggested by the course instructor. The assignments are due by 4:00 pm on each due date via the class OWL website.

Exams (30% and 35%)

The mid-term and final both will be a multiple-choice exam. The final will include a written portion. They will be in-person tests. The mid-term will take place during class. The final will take place during the December exam period.

Participation (15%)

Throughout the term, students will be evaluated based on the quality and quantity of in-class participation. There also will be opportunities for bonus participation marks.

Academic Accommodation and Extensions

The late penalty for the annotated bibliography is 3% per day. Assignments will no longer be accepted one week after the due date.

To receive an extension or accommodation for all assignments, documentation from an academic advisor is required. Make an appointment with your academic advisor. For more information, please see the Academic Policies and Regulations section at the end of this course outline or consult the Academic Calendar.

Weekly Organizer

| Week | Date(s) | Description | Readings | Assignments |
|--|--------------------|----------------------------------|--|------------------------|
| 1 | Sept. 8 | Introduction | Course outline | |
| 2 | Sept. 13 and 15 | The Recipe for Leadership | Tony Robbins, "How To Be A Leader At Work." | |
| 3 | Sept. 20 and 22 | Authority and Freedom | Jones and Moser, "From Trait to Transformation: The Evolution of Leadership Theories." | |
| 4 | Sept. 27 and 29 | Great Man and Trait Theory | Mollan and Geesin, "Donald Trump and Trumpism." | Annotated Bibliography |
| 5 | Oct. 4 and Oct. 6 | Transactional and Transformation | White, "What Is Transformational Leadership" and Hein, "How To Apply Transformational Leadership At Your Company." | |
| 6 | Oct. 11 and 13 | Contingency and Situational | Zhai, "Values of Deference to Authority in Japan and China." | |
| 7 | Oct. 18 and 20 | Mid-Term Test (Oct. 18) | None | Study! |
| 8 | Oct. 25 and 27 | Learning To Lead | Drezner, "Immature Leadership: Donald Trump and the American Presidency." | |
| No class Nov. 1 and 3 due to reading week | | | | |
| 9 | Nov. 8 and 10 | Democracy and Authoritarianism | Obama, <i>A Promised Land</i> (excerpt). | |
| 10 | Nov. 15 and 17 | Social Movements | Alter, Haynes and Worland, "Greta Thunberg." | Annotated Bibliography |
| 11 | Nov. 22 and 24 | Gender | Sandberg, <i>Lean In</i> (excerpt). | |
| 12 | Nov. 29 and Dec. 1 | Indigenous Leadership | Watt-Cloutier, "The Inuit Journey Towards a POPs-Free World." | |
| 13 | Dec. 6 and 8 | Conclusion | None | |

Statement on Course Changes

In the event of a COVID-19 resurgence during the course that necessitates the course moving away from in-person delivery, course content may be delivered online either synchronously (i.e., at the times indicated in the timetable) or asynchronously (e.g., posted on OWL for students to view at their convenience). There may also be changes to any remaining assessments at the discretion of the course instructor. Detailed information about the impact on this course will be communicated by the Office of the Provost and by the course instructor.

Statement on Audio/Video Recording or Streaming of Classes

If necessary, some or all of the classes for this course may be recorded and streamed. The data captured may include your image, voice recordings, and for online participants chat logs and personal identifiers (name displayed on the screen). The recordings will be used for educational purposes related to this course. The recordings may be disclosed to other individuals participating in the course for their private or group study purposes. Please contact the instructor if you have any concerns related to session recordings or streaming. Participants in this course are not permitted to privately record the sessions, except where recording is an approved accommodation, or the student has the prior written permission of the instructor.

Statement on Copyright and Intellectual Property

PowerPoint lecture slides and notes, lists of readings, in-class activities, assignment guidelines, and other components of the course materials are typically the intellectual property of the instructor. Unauthorized reproduction through audio-recording, video-recording, photographing, sharing on social media, or posting on course-sharing websites is an infringement of copyright and is prohibited. Such action may be considered a Code of Conduct violation and lead to sanctions.

2022-23 BRESCIA UNIVERSITY COLLEGE ACADEMIC POLICIES AND REGULATIONS

1. POLICY REGARDING ACADEMIC ACCOMMODATION

The complete policy regarding Accommodation for Illness - Undergraduate Students can be found at https://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_135

Students who have long-term or chronic medical conditions which may impede their ability to complete academic responsibilities should seek Academic Accommodation through Student Accessibility Services (https://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_10).

Personal commitments (e.g., vacation flight bookings, work schedule) which conflict with a scheduled test, exam or course requirement are **not** grounds for academic accommodation.

Students who experience an illness or extenuating circumstance sufficiently severe to temporarily render them unable to meet academic requirements may submit a request for academic consideration through the following routes:

1. For medical absences, submitting a **Student Medical Certificate (SMC)** signed by a licensed medical or mental health practitioner;
2. For non-medical absences, submitting **appropriate documentation** (e.g., obituary, police report, accident report, court order, etc.) to their Academic Advisor. Students are encouraged to contact their Academic Advisor to clarify what documentation is acceptable.

Request for Academic Consideration for a Medical Absence

When a student requests academic accommodation (e.g., extension of a deadline, a makeup exam) for work representing 10% or more of the student's overall grade in the course, it is the responsibility of the student to provide acceptable documentation to support a medical or compassionate claim. All such requests for academic accommodation **must** be made through an Academic Advisor and include supporting documentation.

Academic accommodation for illness will be granted only if the documentation indicates that the onset, duration and severity of the illness are such that the student could not reasonably be expected to complete their academic responsibilities. Minor ailments typically treated by over-the-counter medications will not normally be accommodated.

The following conditions apply for students seeking academic accommodation on medical grounds:

1. Students must submit their Student Medical Certificate (SMC) along with a request for relief specifying the nature of the accommodation being requested no later than two business days after the date specified for resuming responsibilities. An SMC can be downloaded from https://www.uwo.ca/univsec/pdf/academic_policies/appeals/medicalform.pdf;
2. In cases where there might be an extended absence or serious issue, students should submit their documentation promptly and consult their Academic Advisor for advice during their recovery period;
3. Whenever possible, students who require academic accommodation should provide notification and documentation in advance of due dates, scheduled tests or examinations, and other academic requirements;
4. Students **must** communicate with their instructors **no later than 24 hours** after the end of the period covered by the SMC to clarify how they will fulfil the academic expectations they may have missed during the absence;

5. Appropriate academic accommodation will be determined by the Dean's Office/Academic Advisor in consultation with the course instructor(s). Academic accommodation may include extension of deadlines, waiver of attendance requirements, arranging Special Exams (make-ups), re-weighting course requirements, or granting late withdrawal without academic penalty.

2. ACADEMIC CONCERNS

If you feel that you have a medical or personal challenge that is interfering with your work, contact your instructor and Academic Advisor as soon as possible. Problems may then be documented and possible arrangements to assist you can be discussed at the time of occurrence rather than on a retroactive basis. Retroactive requests for academic accommodation on medical or compassionate grounds are not normally considered.

If you think that you are too far behind to catch up or that your work load is not manageable, you should consult your Academic Advisor (https://brescia.uwo.ca/enrolment_services/academic_advising/book_an_appointment.php). If you consider reducing your workload by dropping one or more courses, this must be done by the appropriate deadlines; please contact your Academic Advisor or see the list of sessional dates in the Academic Calendar (<https://www.westerncalendar.uwo.ca/SessionalDates.cfm?SelectedCalendar=Live&ArchiveID=>).

You should consult with the course instructor and the Academic Advisor who can help you consider alternatives to dropping one or more courses. *Note that dropping a course may affect OSAP eligibility and/or Entrance Scholarship eligibility.*

3. ABSENCES

Short Absences: If you miss a class due to a minor illness or other problems, check your course outline for information regarding attendance requirements and make sure you are not missing a test or assignment. Cover any readings and arrange to borrow notes from a classmate. Contact the course instructor if you have any questions.

Please note that for asynchronous online courses, attendance or participation requirements may be different than for synchronous or in-person courses.

Extended Absences: If you have an extended absence, you should contact the course instructor and an Academic Advisor. Your course instructor and Academic Advisor can discuss ways for you to catch up on missed work, and arrange academic accommodations if appropriate and warranted.

It is important to note that the Academic Dean may refuse permission to write the final examination in a course if the student has failed to maintain satisfactory academic standing throughout the year or for too frequent absence from the class or laboratory (https://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=5&SelectedCalendar=Live&ArchiveID=#Page_64).

4. SCHOLASTIC OFFENCES

Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence at: https://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_20.

Students are responsible for understanding the nature of and avoiding the occurrence of plagiarism and other academic offences. Note that such offences include plagiarism, cheating on an examination, submitting false or fraudulent assignments or credentials, impersonating a candidate, or submitting for credit in any course without the knowledge and approval of the instructor to whom it is submitted, any academic work for which credit has previously been obtained or is being sought in another course in the University or elsewhere.

Students are advised to consult the section on Scholastic Discipline for Undergraduate Students in the Academic Calendar.

If you are in doubt about whether what you are doing is inappropriate or not, consult your instructor, the Academic Dean's Office, or the Registrar. A claim that "you didn't know it was wrong" is not accepted as an excuse.

The penalties for a student guilty of a scholastic offence (including plagiarism) include refusal of a passing grade in the assignment, refusal of a passing grade in the course, suspension from the University, and expulsion from the University.

Plagiarism:

Students must write their essays and assignments in their own words. Whenever students take an idea or a passage from another author, they must acknowledge their debt both by using quotation marks where appropriate and by proper referencing such as footnotes or citations. Plagiarism is a major academic offence.

All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for the detection of plagiarism. All papers submitted for such checking will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between The University of Western Ontario and Turnitin.com.

Computer-marked Tests/exams:

Computer-marked multiple-choice tests and/or exams may be subject to submission for similarity review by software that will check for unusual coincidences in answer patterns that may indicate cheating. Software currently in use to score computer-marked multiple-choice tests and exams performs a similarity review as part of standard exam analysis.

5. PROCEDURES FOR APPEALING ACADEMIC EVALUATIONS

All appeals of a grade must be directed first to the course instructor. If the student is not satisfied with the decision of the course instructor, a written appeal is to be sent to the School Chair. If the response of the Chair is considered unsatisfactory to the student, they may then submit a written appeal to the Office of the Dean. If the student is not satisfied with the decision of the Dean, they may appeal to the Senate Review Board Academic (SRBA), if there are sufficient grounds for the appeal and if the matter falls within the jurisdiction of the SRBA. For information on academic appeals consult your Academic Advisor or see the Student Academic Appeals – Undergraduate in the Academic Calendar

https://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_14.

Note that final course marks are not official until the Academic Dean has reviewed and signed the final grade report for the course. If course marks deviate from acceptable and appropriate standards, the Academic Dean may require grades to be adjusted to align them with accepted grading practices.

6. PREREQUISITES

Unless you have either the prerequisites for a course or written Special Permission from the Dean to enroll in it, you will be removed from the course and it will be deleted from your record. This decision may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisite(s).

7. SUPPORT

Support Services

The Brescia University College Registrar's website, with a link to Academic Advisors, is at <http://brescia.uwo.ca/academics/registrar-services/>. Students can access supports through Brescia's Student Life Centre (<http://brescia.uwo.ca/life/student-life/>) and Learning Development & Success at Western (<https://www.uwo.ca/sdc/learning/>).

Mental Health and Wellness

Students may experience a range of issues that can cause barriers to your learning, such as increased anxiety, feeling overwhelmed, feeling down or lost, difficulty concentrating and/or lack of motivation. Services are available to assist you with addressing these and other concerns you may be experiencing. You can obtain information about how to obtain help for yourself or others through **Health & Wellness at Brescia**, https://brescia.uwo.ca/student_life/health_and_wellness/index.php and **Health and Wellness at Western**, http://uwo.ca/health/mental_wellbeing/index.html.

Sexual Violence

All members of the Brescia University College community have a right to work and study in an environment that is free from any form of sexual violence. Brescia University College recognizes that the prevention of, and response to, Sexual Violence is of particular importance in the university environment. Sexual Violence is strictly prohibited and unacceptable and will not be tolerated. Brescia is committed to preventing Sexual Violence and creating a safe space for anyone in the Brescia community who has experienced Sexual Violence.

If you or someone you know has experienced any form of Sexual Violence, you may access resources at https://brescia.uwo.ca/safe_campus/sexual_violence/index.php.

Portions of this document were taken from the Academic Calendar, the Handbook of Academic and Scholarship Policy, and the Academic Handbook of Senate Regulations. This document is a summary of relevant regulations and does not supersede the academic policies and regulations of the Senate of the University of Western Ontario.
