



Course Outline 2022-2023

Leadership Studies 1033A

Exploring Leadership: Focus on Leadership

In the event of a COVID-19 resurgence, detailed information about the impact on this course will be communicated by the Office of the Provost and by the course instructor.

General Information

Course #: LS1033

Section #: 530

Term: Fall

Year: 2022-23

Delivery: online synchronous

Course Day and Time: Thursdays beginning September 8th 6:30 p.m. to 9:30 p.m. EDT
(When Daylight Savings time ends on November 6th we will turn our clocks back one hour)

Using Zoom through the OWL platform.

Course Location: OWL (Brescia's learning platform)

Instructor Information

Name: Heather Hallett

E-mail: hhallett@uwo.ca

Office hours: to be arranged

Office location: Zoom

Course Description

Using the learning approach of knowing, doing, and being, this course explores the relational processes of leadership within teams and organizations. Topics include communication; conflict resolution; team dynamics; giving voice to values; context of culture; leader-member exchange; adaptive and collective leadership - all examined through critical methods.

Antirequisite(s): [Leadership Studies 1035A/B](#); [Governance, Leadership and Ethics 2003F/G](#), the former Leadership Studies 1000A/B, the former Leadership Studies 1031.

Required Course Materials

Northouse, P. G. (2021). *Leadership: Theory and practice* (9th edition). Sage Publications, Inc. ISBN 978-1544397566

Available on
VitalSource.com
Amazon.ca
Or Western bookstore

Please note that the above text is the text for LS1032 as well. Two courses One textbook!

Required in this class is to purchase and take the CliftonStrengths for Students Top 5 assessment. This is an online assessment and costs \$28.00 Canadian.

The link is:

[Search Gallup assessments for educators and students / en-ca - Gallup](#)

Optional Course Materials

Students may upgrade their CliftonStrengths assessment to the “All 34” option which costs \$70.00 CDN

Learning Outcomes

Upon Successful completion of this course students will be able to:

L1 Continuously discover and reflect upon their own traits, strengths, weaknesses, and potential for the purpose of improving relationship/leadership skills with self and others.

L2 Explain with specificity how different contexts (historical, cultural, economic, ethical, power dynamics etc.) effect relationships and leadership choices/outcomes.

L3 Examine situations to identify which leadership/relationship theories/skills have been demonstrated and evaluate the appropriateness/effectiveness of that style.

L4 Contribute to the creation of classroom community through support, thoughtful evaluation, and encouragement of colleagues in and out of the classroom.

Brescia Competencies

The Competencies are Brescia’s institution-level learning outcomes.

This course will focus on the following competencies/levels:

Communicating

 Ideas Level 1

 Interpersonal communication levels 1-4

Social Awareness and engagement Level 3

Problem solving Level 2

Valuing Level 2

Inquiry and Analysis Level 1

Self Awareness and Development

 Personal growth Level 2

For more information about the Brescia competencies please visit the link below:

[Competency Based Learning - Brescia University College \(uwo.ca\)](http://www.uwo.ca/brescia/competency-based-learning/)

Teaching Methodology and Expectations of Students

This course is about relationships and leadership. I will be providing lectures, videos, mini cases, and other types of activities. As much fun as I can possibly inject. From you I expect a professional level of engagement. This means showing up to class with camera on, on time, staying until class is finished and participating in a meaningful way (it's worth 20%)! What I do not expect is multitasking. It's rude and is not productive in any way. I can back that up with research.

I will provide a more detailed explanation of "CTLC" on OWL, as well as instructions/expectations for reflections (a specific type of writing) and problem-solving instructions.

Evaluation

Evaluation Breakdown:

Component	Weight	Date/ Deadline	Learning Outcomes	Brescia Competencies
Contribution To Learning Community "CTLC"	20%	On-going	L4 L3	Communicating Ideas Level 1 Interpersonal communication levels 1-4 Inquiry and Analysis Level 1
ePortfolio	5%	Sept. 22	L1	Self Awareness and Development Personal growth Level 2
Personal reflection #1	5%	Sept. 29	L1 L2 L3	Self Awareness and Development Personal growth Level 2 Valuing Level 2
Team Problem #1	10%	Oct. 6	L3 L4	Communicating Ideas Level 1 Interpersonal communication levels 1-4 Problem solving Level 2 Social Awareness

				and engagement Level 3
Team Problem #2	10%	Oct. 27	L3 L4	Communicating Ideas Level 1 Interpersonal communication levels 1-4 Problem solving Level 2 Social Awareness and engagement Level 3
Personal reflection #2	10%	Nov. 10	L1 L2 L3	Self Awareness and Development Personal growth Level 2 Valuing Level 2
Team Problem #3	10%	Nov. 17	L3 L4	Communicating Ideas Level 1 Interpersonal communication levels 1-4 Problem solving Level 2 Social Awareness and engagement Level 3 Valuing Level 2
Final Exam This is not a “take home” exam. It will be on-line scheduled by the Registrar and written during a specific time period. DO NOT MAKE TRAVEL PLANS	30%	Determined by the Registrar’s office	L1 L2 L3	Communicating Ideas Level 1 Interpersonal communication levels 1-4 Social Awareness and engagement Level 3 Self Awareness and Development Personal growth Level 2

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.**

Course Content

The order of topics is subject to change, please visit OWL regularly to check. A more detailed syllabus will be provided on OWL.

Weekly Organizer:

Class/Week	Date	Description	Assignments Due
1	September 8 th	Orientation to course Evolution of Leadership	CTLC
2	September 15 th	Vision making Emotional Intelligence	CTLC
3	September 22 nd	Communication and Conflict resolution	CTLC E-Portfolio 5%
4	September 29 th	High Performing Teams Team Leadership	CTLC Personal Reflection #1 5%
5	October 6 th	Collective and Inclusive Leadership	CTLC Team Problem #1 10%
6	October 13 th	Adaptive Leadership Ethics	CTLC
7	October 20 th	Gender, intersectionality, and Leadership	CTLC
8	October 27 th	Servant Leadership	CTLC Team Problem #2 10%
	October 31 st – November 5 th	Fall Reading Week	
9	November 10 th	Leader-Member exchange Followership	November 12th is the last day to drop this course without academic penalty CTLC Personal Reflection #2 10%
10	November 17 th	Indigenous perspectives and Decolonization	CTLC Team Problem #3 10%

11	November 24 th	Power and privilege Doing Power Differently	CTLC
12	December 1 st	Culture	CTLC
13	December 8th	Debrief, exam prep, vision making revisited	

Academic Accommodation

For course components worth 10% or more of the total course grade, please see the Academic Policies and Regulations section at the end of this course outline or consult the Academic Calendar.

This course requires a high level of engagement for success. As we are online, I am not expecting a lot of absences for simply testing positive for Covid. Therefore, for course components worth less than 10% of the total course grade, **documentation will be required**. Medical or other supporting documentation should be submitted **to your Academic Advisor**.

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 maybe 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.
