

Fall 2021

Last updated: August 24, 2021

Meeting day: 9/24	Instructor title and name: Robert Gailey, PhD
Meeting times: 8:30a – 12:30p	Phone: O: 619.849.2786 C: 619.384.0714
Meeting location: MV 316	Email: rgailey@pointloma.edu

Office Hours: Upon Request

PLNU Mission

To Teach ~ To Shape ~ To Send

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service is an expression of faith. Being of Wesleyan heritage, we strive to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life.

Fermanian School of Business Mission

Character – Professionalism – Excellence – Relationships – Commitment - Innovation

As members of a vital Christian community, we strive to provide high quality business programs that equip students to make a positive impact in their workplace and community by connecting purpose to practice.

COURSE DESCRIPTION

This course examines leaders from diverse backgrounds as models for students to develop their ability to lead with integrity. Students will be challenged to integrate their academic knowledge, core values, and experiences as it relates to leadership. An emphasis is placed on how leaders maintain their moral character in the face of challenges.

COURSE LEARNING OUTCOMES

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

1. Evaluate influences that impact the development of integrity and character in one's personal and professional life (PLO 5).
2. Examine the role that values and ethical decision-making play when leading with integrity (PLO 1 & 5).
3. Demonstrate effective communication skills (PLO 6).

COURSE CREDIT HOUR INFORMATION

In the interest of providing sufficient time to accomplish the stated Course Learning Outcomes, this class meets the PLNU credit hour policy for a 1-unit class delivered over 5 weeks. Specific details about how the class meets the credit hour requirement can be provided upon request.

Distribution of Student Learning Hours

It is anticipated that students will spend a minimum of 37.5 participation hours per credit hour on their course work. The time expectations for this course are shown below:

Category	Time Expectation in Hours
Required Reading	12
Discussions	9
Assignments	9
Final Project	12
Total Hours	42

REQUIRED TEXTS AND RECOMMENDED STUDY RESOURCES

1. Nouwen, H. (1993). Reflections on Christian leadership: In the name of Jesus. The Crossroad Publishing Company: Chestnut Ridge, NY.
2. Wong, K. L. and Rae, S. B., (2011) Business for the Common Good: A Christian Vision for the Marketplace, InterVarsity Press, Madison, WI

NOTE: Students are responsible to have the required textbooks prior to the first day of class. Students are also encouraged to begin reading the books in preparation for the class as soon as possible.

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law. All supplemental materials posted on this course site (including articles, book excerpts, or other documents) are provided for your personal academic use. These materials may be protected by copyright law and should not be duplicated or distributed without permission of the copyright owner.

ASSESSMENT AND GRADING

Graded Course Components

- **Attendance:** Participation in the face to face classes is expected and required. You will earn points for being present and actively engaged during the required in-person meeting during the semester. **Attendance represents 100 points total of the overall course grade.**
- **Learning Reflections:** Reflections on videos are used to measure understanding and to provide you with the opportunity to apply values and resources aligned to character and your vocation. **Learning reflections represent 240 points total of the overall course grade.**
- **Discussions:** Participation in discussion board forums is intended to promote collaboration between classmates as you read and discuss assigned text and work together to contemplate character. These online conversations will be based primarily on related assigned readings or content in the course. **Discussions represent 240 points total of the overall course grade.**
- **Small Group Activities:** Small group collaborations are also used to measure understanding and to provide you with the opportunity to apply values and resources aligned to character and your vocation. **Small group activities represent 120 points total of the overall course grade.**
- **Top-Level Leader Interview:** The final project for this course is a paper encapsulating your interview with a Top-Level Leader. You will also submit a selection of your top-level leader in the first week of the course. **Combined, both elements of the Top-Level Leader Interview represents 280 points total of the overall course grade.**
- **Course Evaluation:** At the end of the course you will complete an external evaluation of the course. **The course evaluation represents 20 points total of the overall course grade.**

Grade Scale (Percentage)

A	930-1000	B-	800-820	D+	670-690
A-	900-920	C+	770-790	D	630-660
B+	870-890	C	730-760	D-	600-620
B	830-860	C-	700-720	F	0-590

INCOMPLETES AND LATE ASSIGNMENTS

All assignments are to be submitted/turned in by the beginning of the class session when they are due—including assignments posted in Canvas. Incompletes will only be assigned under extremely unusual circumstances.

SPIRITUAL CARE

PLNU strives to be a place where you grow as a whole person. To this end, we provide resources for our graduate students to encounter God and grow in their Christian faith. At the Mission Valley (MV) campus we have an onsite chaplain, Rev. Gordon Wong, who is available during class break times across the week. If you have questions for, desire to meet or share a prayer request with Rev. Wong you can contact him directly at mvchaplain@pointloma.edu or gordonwong@pointloma.edu. Rev. Wong's cell number is 808-429-1129 if you need a more immediate response.

In addition, on the MV campus there is a prayer chapel on the third floor which is open for use as a space set apart for quiet reflection and prayer.

STATE AUTHORIZATION

State authorization is a formal determination by a state that Point Loma Nazarene University is approved to conduct activities regulated by that state. In certain states outside California, Point Loma Nazarene University is not authorized to enroll online (distance education) students. If a student moves to another state after admission to the program and/or enrollment in an online course, continuation within the program and/or course will depend on whether Point Loma Nazarene University is authorized to offer distance education courses in that state. It is the student's responsibility to notify the institution of any change in his or her physical location. Refer to the map on [State Authorization](#) to view which states allow online (distance education) outside of California.

PLNU COPYRIGHT POLICY

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PLNU ACADEMIC HONESTY POLICY

Students should demonstrate academic honesty by doing original work and by giving appropriate credit to the ideas of others. Academic dishonesty is the act of presenting information, ideas, and/or concepts as one's own when in reality they are the results of another person's creativity and effort. A faculty member who believes a situation involving academic dishonesty has been detected may assign a failing grade for that assignment or examination, or, depending on the seriousness of the offense, for the course. Faculty should follow and students may appeal using the procedure in the university Catalog. See the [Academic Honesty Policy](#) in the Graduate and Professional Studies Catalog for definitions of kinds of academic dishonesty and for further policy information.

PLNU ACADEMIC ACCOMMODATIONS POLICY

PLNU is committed to providing equal opportunity for participation in all its programs, services, and activities. Students with disabilities may request course-related accommodations by contacting the Educational Access Center (EAC), located in the Bond Academic Center (EAC@pointloma.edu or 619-849-2486). Once a student's eligibility for an accommodation has been determined, the EAC will issue

an academic accommodation plan (“AP”) to all faculty who teach courses in which the student is enrolled each semester.

PLNU highly recommends that students speak with their professors during the first two weeks of each semester/term about the implementation of their AP in that particular course and/or if they do not wish to utilize some or all of the elements of their AP in that course.

Students who need accommodations for a disability should contact the EAC as early as possible (i.e., ideally before the beginning of the semester) to assure appropriate accommodations can be provided. It is the student’s responsibility to make the first contact with the EAC.

PLNU ATTENDANCE AND PARTICIPATION POLICY

Regular and punctual attendance at all **synchronous** class sessions is considered essential to optimum academic achievement. If the student is absent for more than 10 percent of class sessions (virtual or face-to-face), the faculty member will issue a written warning of de-enrollment. If the absences exceed 20 percent, the student may be de-enrolled without notice until the university drop date or, after that date, receive the appropriate grade for their work and participation. In some courses, a portion of the credit hour content will be delivered **asynchronously** and attendance will be determined by submitting the assignments by the posted due dates. See [Academic Policies](#) in the Graduate and Professional Studies Catalog. If absences exceed these limits but are due to university excused health issues, an exception will be granted.

Asynchronous Attendance/Participation Definition: A day of attendance in asynchronous content is determined as contributing a substantive note, assignment, discussion, or submission by the posted due date. Failure to meet these standards will result in an absence for that day. Instructors will determine how many asynchronous attendance days are required each week.

Students taking blended courses lasting over 14 weeks are expected to attend each week of the course. Attendance is defined as logging into the course each calendar week to check on updates and announcements. In addition, students must participate in the academic graded activities during the calendar week the assignments/activities are due. Students must also attend all scheduled face-to-face meetings. Students who do not attend at least once in any given calendar week will be issued an attendance warning. Students who do not attend at least once in any two consecutive weeks in the online will be dropped from the course retroactive to the last date of recorded attendance.

Students who anticipate being absent for an entire week of a course should contact the instructor in advance for approval and make arrangements to complete the required coursework and/or alternative assignments assigned at the discretion of the instructor.

USE OF TECHNOLOGY

In order to be successful in your course, you'll need to meet the minimum technology and system requirements; please refer to the [Technology and System Requirements](#) information. Additionally, students are required to have headphone speakers, microphone, or webcams compatible with their

computer available to use for any online or hybrid classes. Please note that any course with online proctored exams require a computer with a camera (tablets are not compatible) to complete exams online.

Problems with technology do not relieve you of the responsibility of participating, turning in your assignments, or completing your class work.

FINAL EXAMINATION POLICY

Successful completion of this class requires students submit a final Top Level Leader Interview paper discussing key theories and experiences related to integrity. This is due on the last scheduled day of the course.

COURSE SCHEDULE AND ASSIGNMENTS

ASSIGNMENT	REQUIREMENTS (and points)	ASSIGNMENT DUE DATES
Preliminary week	<ul style="list-style-type: none"> • Introduction Discussion (40) 	Sept. 1+3
Week One	<ul style="list-style-type: none"> • Small Group Discussion (40) • Small Group Activity (40) • Top Level Leader Interview: Select Interviewee (30) 	Sept. 8+11 Sept. 9+11 Sept. 12
Week Two	<ul style="list-style-type: none"> • Small Group Discussion (40) • Small Group Activity (40) • Learning Reflection (60) 	Sept. 15+18 Sept. 16+18 Sept. 17
Week Three	<ul style="list-style-type: none"> • Small Group Activity (40) • Learning Reflection (60) • In-class Attendance (100) 	Sept. 23+25 Sept. 24 Sept. 100
Week Four	<ul style="list-style-type: none"> • Small Group Discussion (40) • Learning Reflection (60) • Class Discussion (40) 	Sept. 29+Oct 2 Sept. 29 Sept. 29+Oct 2
Week Five	<ul style="list-style-type: none"> • Complete course evaluation (20) • Learning Reflection (60) • Class Discussion (40) • Top Level Leader Paper – APA (250) 	Oct. 3 Oct. 6 Oct. 6+9 Oct. 8

INSTRUCTOR'S BACKGROUND

FAITH INTEGRATION IN THE CLASSROOM

I am a Christian who believes that successful businesses and nonprofits can be run with integrity, compassion, and ethics, as well as with sound business principles, and that, in fact, they go hand in hand. Your work life can and should be used as a platform to bring others to Christ by your actions.

ABOUT PROFESSOR GAILEY

Welcome! My name is Robert Gailey and I am excited to be your professor this semester. You can view my PLNU page [here](#) and my LinkedIn profile [here](#). I am in my 17th year teaching at PLNU and look forward to getting to know you this semester and sharing in the pursuit of learning about leadership. My wife, Wanda, and I have been married for more than 28 years. I have a son, Josh, and a daughter, Teresa. I also direct PLNU's [Center for International Development](#), a place where students can engage businesses that seek to serve the least of these (poorest 3 billion people on earth).

My educational background includes:

A BA in Business Administration from [Eastern Nazarene College](#) (graduated in 1992).

A Masters of Divinity in Cross-cultural ministry from [Nazarene Theological Seminary](#) (1997 grad).

A Ph.D. from the [School of Leadership and Education Sciences](#) at the [University of San Diego](#) (with a concentration in nonprofit management). I graduated from USD in 2010.

My personal passions:

The things that get me up in the morning and that I feel called by God to give my life towards are: poverty alleviation (particularly in poorer countries), local church engagement, seeing students decide to engage their skills, networks, enthusiasm, idealism, and hard work to address issues of poverty, compassion, and discipleship. I believe [business can be a powerful tool to help communities flourish](#). I recently had a book (2021) published entitled: [Development in Mission: A Guide for Transforming Global Poverty and Ourselves](#) for Christians/Churches interested in helping address global poverty.