

Fall 2023 Quad 1 Syllabus

Meeting days: Online	Instructor: Julia Dare, Ph.D.
Meeting times: Online	Phone: By appointment
Meeting location: Online	E-mail: jdare1@pointloma.edu
Final Exam: 10/16/23 – 10/22/23	Office hours: By appointment

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 becomes an expression of faith. Being of Wesleyan heritage, we aspire 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 provides an overview of a wide variety of leadership theories, concepts, and practices. Topics include the historical examination of leadership models, contributions of leaders to a modern society, and practical application of leadership. Emphasis is placed upon personal leadership development, including the analysis of leadership styles utilizing self-assessments.

COURSE LEARNING OUTCOMES

1. Explain leadership concepts, practices and theories (PLO 1 & F1).
2. Analyze traits and behaviors of effective leaders (PLO F1).
3. Determine how to effectively address ethical dilemmas from a leadership perspective (PLO 4).
4. Demonstrate effective communication through written means (PLO 3).
5. Collaborate in a team to complete projects on leadership (PLO 5).

EXPECTATIONS

- Students are expected to think and act like leaders.
- Leaders/Students are required to be active and participate in all class discussions and exercises.
- Leaders/Students are required to be prepared and on time.

- Leaders/Students are required to be respectful to fellow leaders.
- Students are expected to not use any devices in class during lectures.

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 3-unit class delivered over 8 weeks. It is anticipated that students will spend a minimum of 37.5 participation hours per credit hour on their coursework. For this course, students will spend an estimated 112.5 total hours meeting the course learning outcomes. The time estimations are provided in the Canvas modules.

REQUIRED TEXT & MATERIALS

- 1) Daft, R. L., (2015). The Leadership Experience, 8th. Cengage Learning Stamford, CT.
- 2) Marquet, L. David., (2012). Turn The Ship Around, Penguin Random House. New York, NY.
- 3) Yancy, Philip., (2001). Soul Survivor, Doubleday, Colorado Springs, Co.
- 4) Two online assessments:
 - a) MBTI Assessment - register & purchase here: <https://www.profileassessments.com/point-loma-bld4012-leadership-theory-practice/> and complete by the end of week 1, before advancing to week 2.
 - b) DiSC Assessment - complete the free online assessment & keep note of your results: <https://bigfive-test.com/>

ASSESSMENT AND GRADING

Graded Event	Points
1. Weekly Group Discussion (20 points x 6)	170
1a. Assignment on Self Assessments (50 points x 1)	
2. Weekly Quiz (x7)	280
3. Weekly Reading Guide (x7)	170
4. Leadership Profile Report	50
5. Turn The Ship Around Synthesis Report	50
6. Midterm Exam	100
7. Final Exam	100
8. Peer Evaluation	50
9. Course Evaluation (x2) & Academic Honesty	30
Total	1,000

GRADING SCALE

A=93-100%	A-=92-90%	
B+=87-89%	B=83-86%	B-=80-82%
C+=77-79%	C=73-76%	C-=70-72%
D+=67-69%	D=63-66%	D-=60-62%
F=0-59%		

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 in 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 and Adult Undergraduate students to encounter God and grow in their Christian faith. At the Mission Valley (MV) campus we have an onsite chaplain who is available during class break times across the week. If you have questions for, desire to meet or share a prayer request please email mvchaplain@pointloma.edu.

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

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.

PLNU ACADEMIC HONESTY POLICY

See [Adult Undergraduate Academic and General Policies](#) for definitions of kinds of academic dishonesty and for further policy information.

During the first week of class, you will be asked to submit an Academic Honesty Verification Statement. Submitting the statement is a requirement of this course. By submitting the Academic Honesty

Verification Statement, you will be verifying all assignments completed in this course were completed by you. Carefully review the Academic Honesty Statement below.

Statement: “In submitting this form, I am verifying all the assignments in this course will be completed by me and will be my own work.”

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.

SEXUAL MISCONDUCT AND DISCRIMINATION

Point Loma Nazarene University faculty are committed to helping create a safe learning environment for all students. If you (or someone you know) have experienced any form of sexual discrimination or misconduct, including sexual assault, dating or domestic violence, or stalking, know that help and support are available through the Title IX Office at pointloma.edu/Title-IX. Please be aware that under Title IX of the Education Amendments of 1972, it is required to disclose information about such misconduct to the Title IX Office.

If you wish to speak to a confidential employee who does not have this reporting responsibility, you can contact Counseling Services at counselingservices@pointloma.edu or find a list of campus pastors at pointloma.edu/title-ix

PLNU ATTENDANCE AND PARTICIPATION POLICY

Regular and punctual attendance at all **synchronous** class sessions is considered essential to optimum academic achievement. Therefore, regular attendance and participation in each course are minimal requirements. 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 withdrawal date or, after that date, receive an “F” grade.

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 [ADC Academic Policies in the Graduate and Professional Studies Catalog](#).

Online Asynchronous Attendance/Participation Definition: Students taking online courses with no specific scheduled meeting times are expected to actively engage throughout each week of the course. Attendance is defined as participating in an academic activity within the online classroom which includes, but is not limited to:

- Engaging in an online discussion
- Submitting an assignment
- Taking an exam
- Participating in online labs
- Initiating contact with faculty member within the learning management system to discuss course content

Note: Logging into the course does not qualify as participation and will not be counted as meeting the attendance requirement.

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.

ARTIFICIAL INTELLIGENCE (AI) POLICY

You are allowed to use Artificial Intelligence (AI) tools (e.g, ChatGPT, iA Writer, Marmot, Botowski) to generate ideas, but you are not allowed to use AI tools to generate content (text, video, audio, images) that will end up in any work submitted to be graded for this course. If you have any doubts about using AI, please gain permission from the instructor.

FINAL EXAMINATION POLICY

Successful completion of this class requires taking the final examination on its scheduled day. The final examination schedule is posted on the [Class Schedules](#) site. If you find yourself scheduled for three (3) or more final examinations on the same day, you are authorized to contact each professor to arrange a different time for one of those exams. However, unless you have three (3) or more exams on the same day, no requests for alternative final examinations will be granted.

COURSE SCHEDULE AND ASSIGNMENTS - SPECIFIC REQUIREMENTS/ASSIGNMENTS

1. Weekly Group Discussion (170 pts.)

Reflections are done by Team, however every team member must equally contribute. I will monitor the submission for inclusion from every team member.

Leadership is not done in a vacuum. Reflections must include each member's thoughts and an updating on their current status. Grading is done as a team and the contribution of a single member can impact the grade of the team. Leadership will ensure all the members of the team contribute to the final result.

1a. Assignment on Self Assessments (50 pts.)

This assignment is part of the Weekly Group Discussions above. After registering for and completing the two personality assessment tests (MBTI and DiSC), review and answer the questions posted on Canvas.

2. Quizzes (280 pts.)

In order to pass this class you must demonstrate competency with the material found in the text. You must pass with a significant score on the 7 chapter quizzes given over the text material.

Please note: Seldom are grades determined by one or two big point totals, positive or negative, but are an accumulation of the body of work over a semester. Such is the case in the working world – seldom does an extraordinary day or a disastrous one make or ruin a career – it is the discipline of doing the best over time that is valued.

3. Weekly Reading Guides (170 pts.)

Each week you will be responsible to submit a "reading guide." The reading guide is meant to allow you time to reflect on the material and relate it to your leadership. As the course continues it will be linking the current topics to previously discussed topics and designed to connect ideas and concepts for your learning and understanding. These will be attached as a word document and you will need to submit your completed report to the designated assignment page within the module. Please keep a copy of your reading guides as they will serve as a tremendous study guide for future tests and quizzes. There will be no late assignments accepted.

4. Profile in Leadership Paper (50pts.)

Each student will be required to submit a review of one of the assigned readings from Soul Survivor. This paper should address a critical review of the leader being profiled, apply concepts and theories from the Daft text to their leadership story, and apply the profiled leader's story to the student's intended leadership style. To receive full credit you must accomplish all of the above in your paper. There is no page limit or defined requirement. However, I would expect it to be 3-4 pages. Format, grammar, and spelling matter. It should be a narrative, a story, and compelling.

5. Turn The Ship Around book Review: (50 pts.)

You will be required to turn in a Final Written Project, which is a book review of *Turn the Ship Around*. You should approach the writing of the Project to demonstrate your understanding of the totality of your understanding of leadership. Through your educational experience you have studied, seen, and experienced leadership in many shapes and forms. This Project should be done in 3-4 pages excluding title, table of contents, & reference pages.

6. Midterm Exam: (100 pts.)

Test questions taken from text material. 25 multiple choice questions.

7. Final Exam: (100 pts.)

Given at the end of the term to assess the value added of the course material. 25 multiple choice questions.

8. Peer Evaluation: (50 pts.)

Teams perform extremely well when all members contribute their unique gifts & talents to assignments while maintaining a strong work ethic & mutual respect. You will evaluate the contributions across assignments of each team member.

COURSE SCHEDULE AND ASSIGNMENTS

Date	Module	Topic	Readings			Assignments	Required Student Hours
			Daft Text	Soul Survivor	Turn The Ship Around		
28-Aug	Week 1	Being a Leader Current Research	Ch 1, 2, 3	Ch 2		Weekly Reading Guide Weekly Quiz Weekly Group Assignment	16
4-Sep	Week 2	Self-Awareness	Ch 4-5	Ch 5, 7		Weekly Reading Guide Weekly Quiz Weekly Group Assignment	16
11-Sep	Week 3	Courage and Vision	Ch 6-7	Ch 8, 13		Weekly Reading Guide Weekly Quiz Weekly Group Assignment	16
18-Sep	Week 4	Motivation & Communication	Ch 8, 9			Weekly Reading Guide Weekly Quiz Weekly Group Assignment Leadership Profile Paper	16
25-Sep	Week 5	LIGHT Week - Thanksgiving	Midterm			Midterm Exam	3
2-Oct	Week 6	Teams & Diversity	Ch 10, 11		Part 1 & 2	Weekly Reading Guide Weekly Quiz Weekly Group Assignment	16
9-Oct	Week 7	Power, Influence, & Followership	Ch 12, 13		Part 3 & 4	Weekly Reading Guide Weekly Quiz Weekly Group Assignment	16
16-Oct	Week 8	Culture, Values, & Change Final Exam	Ch 14, 15			Weekly Reading Guide Weekly Quiz Weekly Group Assignment Final Exam Turn the Ship Around Paper Peer Evaluation	16