

UPPER IOWA UNIVERSITY
External Degree Program

BA 365-03 Leadership Theory

Course Description:

This course examinations and contrasts process theories, relationship theories, and management theories of leadership. Various definitions of leadership and their underlying implications for application and research will be investigated. The role of the leader will be examined in relation to the various leadership theories and definitions. Prerequisite: BA 210. Note: Successful completion of BA 361 recommended. Three semester credits.

Course Objectives:

1. Understand the nature and importance of leadership.
2. Explain the differences between the meanings of leadership in the industrial and in the emerging social paradigm.
3. Define the industrial paradigm of leadership behaviors, attitudes, and styles.
4. Compare and contrast major leadership theories and associated research findings.
5. Understand the roles of power, politics, and influence in the process of leadership.
6. Explain the roles of motivation, influencing, and problem solving in the leadership process.
7. Analyze the role of the leader in the leadership process.

Required Course Materials:

Textbook: Rost, Joseph C. (1993). Leadership for the Twenty-First Century. Westport, CT: Praeger Publishers.

Wren, J. Thomas. (1995). The Leader's Companion. New York, New York: The Free Press.

Syllabus: BA 365-03 Leadership Theory

You may purchase your textbook through MBS Direct by calling their toll free number – 800-325-3252 or through the UIU homepage – www.uiu.edu. Click on the link called Resources for Center, External Degree and Online Program learners. Follow the link and select External Degree for your location.

Course Overview:

The purpose of this course is to introduce the student to theories that have been developed on Leadership. To gain this understanding the student will learn from the past, explore the present and conceptualize the future of leadership theory as it relates to business, government and social life. Also, the student will be comparing leadership versus management, theorist versus theorist and exploring for a new leadership paradigm for the 21st Century.

Assignments and Examinations:

Unit 1: Rost, Chapters 1, 4, 5, 6

Wren, Part I, II, III, IV

Research Paper 1: Find a leader in a publication or in your personal life and explain whether they were “Born” or “Made.”

Research Paper 2: In business and society today, differentiate between “Management” and “Leadership” and provide real life examples as they apply to the readings.

Unit 2: Rost, Chapters 2, 3

Wren, Part V, VI, VII, VIII

Research Paper 3: Explain the importance of “Situational Leadership,” and the behavioral relationship between “Leaders” and “Followers.”

Research Paper 4: Explain how the “Culture” of an organization is affected by its “Leadership.”

Mid-Term Examination:

Twenty multiple choice and true/false questions with two essay questions. The two essay questions are to be completed in the blue book provided with your exam.

Unit 3: Rost, Chapter 7

Wren, Part IX, X

Research Paper 5: Discuss the four stages of Bruce Tuckman’s group process and explain each with examples from real life experiences.

Research Paper 6: Explain the difference between “Power” and “Influence” as it relates to “Leaders” and “Followers.”

Unit 4: Rost, Chapter 8

Wren, Part XI, XII, XIII

Research Paper 7: What is your definition of “Leadership?” Justify your reasoning.

Research Paper 8: Explain the different aspects of the “Industrial Paradigm.”

Final Examination:

Twenty multiple choice and true/false questions with two essay questions. The two essay questions are to be completed on separate sheets of paper.

The instructor recommends that you submit Unit 1 and wait for comments before completing Units 2, 3 and 4. Research Papers are to be 3 to 5 pages in length, include 3 to 5 references and comply with the Upper Iowa University approved APA style format.

Examination Information:

Please submit a proctor form for mid-term and final examination. This form should be submitted to the External Degree office 3 weeks prior to your testing date. This will allow some review time before you take the comprehensive final exam and will permit you time to contact your professor should you require any additional assistance. The mid-term and final examination will consist of twenty (20) questions and two (2) essay questions.

NOTE: You must pass at least one proctored exam to pass this course.

Composition of Grade:

Research papers @ 40 points per paper	=	320 points
Mid-term Exam		
20 questions @ 1 point per question	=	20 points
2 essay questions @ 10 points per question	=	20 points
Final Exam		
20 questions @ 1 point per question	=	20 points
2 essay questions @ 10 points per question	=	<u>20 points</u>
Total		400 points

Total points earned as a percentage of 400 possible points will be graded using the following scale:

A	100 to 90%
B	89 to 80%
C	79 to 70%
D	69 to 60%
F	Below 60%

Upper Iowa University Uses A Standard Grading System

A = All work is excellent, shows exceptional understanding of materials; logical, clear, and insightful written and oral work, incorporates knowledge from other sources and moves easily to the next level of understanding, works well beyond minimum requirements.

B = Understanding material is good to very good, demonstrates good grasp of material, good oral and written skills, produces more than the minimum requirements, quality of all work is high.

C = Satisfactory understanding of the material, submits only the minimum requirements, communicates adequately in oral and written formats, displays an adequate understanding of all basic concepts.

D = Quality and quantity written and oral work is below average and barely acceptable.

F = Quality and quantity written and oral work is unacceptable.

Library Resources:

As a student of Upper Iowa University, you have access to the resources of the Henderson-Wilder Library on the Fayette campus. If travel to the campus is not feasible, you can access the library through the University's website. For InfoTrac access information, please contact the library at library@uiu.edu.

Cheating, Academic Dishonesty and Plagiarism:

Because cheating, academic dishonesty and plagiarism are affronts to the University community as a whole and a denial of the offender's own integrity, they will not be tolerated. Cheating includes but is not limited to:

- the use of unauthorized books, notes or other sources in the giving or securing of help in an examination or other course assignments,
- the copying of other students' work or allowing others to copy your work,
- the submission of work that is not your own or allowing others to submit your work as theirs,
- the submission of the same work for two or more classes without the approval of any instructors involved.

Academic dishonesty includes, but is not limited to:

- sharing academic materials knowing they will be used inappropriately,
- having access to another person's work without permission,
- providing false or incomplete information on an academic document,

- changing student records without approval.

Plagiarism includes, but is not limited to:

- the presentation of another's published or unpublished work as one's own,
- taking words or ideas of another and either copying them or paraphrasing them without proper citation of the source,
- using charts, graphs, statistics or tables without proper citation.

Detected cheating, academic dishonesty, or plagiarism will result in consequences that may, at the instructor's discretion, include course failure. In addition, an offender may be reported to the Senior Vice President for the Extended University, the Dean of the Extended University, or designee for possible disciplinary action, which may include suspension or dismissal from the University. Upper Iowa University may make use of various plagiarism detection services. Individuals, by enrolling in courses offered by the University, consent to submission by the University of course-related assignments to such services and the retention of a copy of such assignments by the service. Extended University Catalog 2004/05 page 85.

Attendance:

Even though a student does not attend a regular classroom in the traditional sense and keep up with a set schedule of assignments, it should be pointed out how important it is to keep yourself on a regular timely schedule if possible to compete and send in units. It is too easy to set work aside and decide to do it later. Suddenly, the need to complete assignments and get them in by deadlines can become stressful and, at times, impossible. The key would be to set time aside on a regular basis and submit work in a timely manner.

Withdrawal:

If you wish to withdraw prior to the last day of the enrollment period you must contact the External Degree office by telephone or in writing. After your original six month enrollment period you no longer have the option of withdrawing from the course. You must finish the course or have a final grade assigned based on the coursework submitted.

Special Needs:

If you require accommodation for special needs, please provide documentation to the Director of External Degree.

This syllabus is tentative and subject to change.