

STATE UNIVERSITY OF NEW YORK
COLLEGE OF TECHNOLOGY
CANTON, NEW YORK



MASTER SYLLABUS

BSAD375 Leadership & Change

CIP Code: 52.0299

For assistance determining CIP Code, please refer to this webpage

<https://nces.ed.gov/ipeds/cipcode/browse.aspx?v=55>

or reach out to Sarah Todd at todds@canton.edu

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**School of Business and Liberal Arts
Business Department
Spring 2024**

A. TITLE: Leadership and Change

B. COURSE NUMBER: BSAD375

C. CREDIT HOURS (Hours of Lecture, Laboratory, Recitation, Tutorial, Activity):

Credit Hours:

Lecture Hours 3 per Week

Lab Hours 0 Week

Other 0 per Week

Course Length (# of Weeks): 15

D. WRITING INTENSIVE COURSE: No

E. GER CATEGORY:

Does course satisfy more than one GER category? If so, which one? NA

F. SEMESTER(S) OFFERED: *Fall and Spring*

G. COURSE DESCRIPTION:

The course will prepare students with the theory, tools, and competency needed to harness modern leadership principles in challenging organizational environment. In this course students will study leadership paradigms including the trait, skill, style, behavioral, situational, and contingency leadership models as well as power, leader-follower relations, ethics, and diversity. Students will acquire skills to revolutionize organizations, its environment, culture, and overcome organizational crisis.

H. PRE-REQUISITES:

BSAD 301 – Principles of Management or permission of the instructor.

CO-REQUISITES: None

I. STUDENT LEARNING OUTCOMES:

<u>Course Student Learning Outcome [SLO]</u>	<u>PSLO</u>	<u>GER</u>	<u>ISLO</u>
Explain the key elements of leadership and the attributes of effective leaders.	2. Students will be able to demonstrate professional communication.		1. (W) 2. (IA) 5.
Describe the history of leadership and the traditional theories of leadership.			1. (W) 2. (IA)
Differentiate between the aspects and application of power and influence.			2. (IA) 5.
Argue the evolution of the leader-follower relations.			1. (W) 2. (IA) 5.

Identify and discuss the approaches to motivation.			1. (W) 2. (IA) 5.
Compare effective communications, coaching, and counseling.	2. Students will be able to demonstrate professional communication.		1. (W) 2. (IA) 5.
Discuss the ethical foundation of leadership.			2. (IA) 4. (ER) 5.
Link leadership commitment with the benefits of diversity-oriented organization.			2. (IA) 5.
Describe the organization's environment, culture, and transformation.			1. (W) 2. (IA) 5.
Identify methods to introduce change and overcome resistance to change.	5. Students will be able to discuss economic principles and policies that may affect a business.		2. (IA)
Debate leadership crisis and learning organization.			1. (W) 2. (IA) 5.

KEY	<u>Institutional Student Learning Outcomes</u> <u>[ISLO 1 – 5]</u>
ISLO #	ISLO & Subsets
1	Communication Skills Oral [O], Written [W]
2	Critical Thinking <i>Critical Analysis [CA], Inquiry & Analysis [IA], Problem Solving [PS]</i>
3	Foundational Skills <i>Information Management [IM], Quantitative Lit./Reasoning [QTR]</i>
4	Social Responsibility <i>Ethical Reasoning [ER], Global Learning [GL], Intercultural Knowledge [IK], Teamwork [T]</i>
5	Industry, Professional, Discipline Specific Knowledge and Skills

J. APPLIED LEARNING COMPONENT: Yes _____ No X

If Yes, select one or more of the following categories:

Classroom/Lab____
 Internship____
 Clinical Practicum____
 Practicum____
 Service Learning____
 Community Service____

Civic Engagement____
 Creative Works/Senior Project____
 Research____
 Entrepreneurship____
 (program, class, project)

K. TEXTS:

Title: The Art of Leadership
 ISBN: 978-1-264-07122-7
 Publishing Company: McGraw Hill 2022
 Authors: George Manning and Kent Curtiss
 Edition: 7th

L. REFERENCES: None

M. EQUIPMENT: Technology Enhanced Classroom

N. GRADING METHOD:

We will use an A-F scale for this course, with (+) grades as specified.

A	90 and above
B+	85-89
B	80-84
C+	75-79
C	70-74
D+	65-69
D	60-64
F	59 and below

O. SUGGESTED MEASUREMENT CRITERIA/METHODS:

Assignments
 Online Discussions
 Exams

P. DETAILED COURSE OUTLINE:

Course Outline: BSAD375 – Leadership & Change			
Week	Due Date	Work Due	Reading
		Initial DBs are due each Wednesday and responses are due on Sundays. Assignments are due on Sundays unless otherwise specified (look closely around the end of the semester).	Topic

WK 1/Module 1	<u>Due Dates</u>	Discussion Post (Introduction) Discussion Post 1	Chapter 1	Introduce Yourself The Importance of Leadership
WK 2/Module 2		Discussion Post 2 Research Paper 1	Chapter 2 & 3	The Leadership Equation & Leadership Qualities, Characteristics of Followers, and Situational Factors.
WK 3/Module 3		Discussion Post 3 TEST 1 on Chapters 1,2,3.	Chapter 4	The importance of Vision and the Motive to Lead.
WK 4/Module 4		Discussion Post 4 Research Paper 2	Chapter 5	Organizational Climate.
WK 5/Module 5		Discussion Post 5	Chapter 6	Leadership Ethics
WK 6/Module 6		Discussion Post 6	Chapter 7	The Role of Values and Ethics at Work.
WK 7/Module 7		Discussion Post 7 Research Paper 3	Chapter 8	Leadership Authority.
WK 8/Module 8		Test 2 (Chapters 4, 5, 6, 7, 8 , & 9)	Chapter 9	Empowerment in the Workplace.
WK 9/Module 9		Discussion Post 8	Chapter 10 & 11	Effective Leadership and Human Relations. The Team Concept.
WK10/Module 10		Discussion Post 9 Research Paper 4	Chapter 12 & 13	Human Behavior & the Art of Persuasion. The Diversity Challenge.
WK11/Module 11		Test 3 (Chapters 10,11,12, & 13)	Chapters 14 & 15	Effective Delegation & How to Assign Work. The Role of Personality.
WK 12/Module 12		Discussion Post 10	Chapters 16 &17	The Leader as Coach. Helping People Through Change and Burnout Prevention.
WK 13/Module 13		Research Paper 5	Chapters 18 & 19	Managing Performance. Professional Performance & Sustaining Discipline.
WK 14/Module 14		Discussion Post 11 The Wind Up.	Chapter 20	The Road Ahead: Challenge & Charge.
WK 15/Module 15		Final Exam (Chapters 14 through 20)		

Q. LABORATORY OUTLINE: None