Course Title:
Seminar in Leadership in Organizations

Course Number:
HR 5033-104

Course Description:
The course will facilitate students’ exploration and analysis of the concept of leadership and its application. Emphasis will be placed on the review of leadership theories and practices. We will study leadership as it applies to organizations and teams.

Class Dates, Location and Hours:

Dates: September 21-23 & 28-30, 2012
Location: Bldg. 201 SE, Tinker AFB, Oklahoma.
Hours: Fri 5:30-9:30 p.m.; Sat 8:30 a.m.-4:30 p.m.; Sun 1:00-5:00 p.m.
Last day to enroll or drop without penalty: August 23, 2012

This military installation is not open to the general public. In order to take courses at this installation, students must have a current military or Department of Defense identification card which allows them to access the installation.

Site Director:
Chris Sartorius. Phone: 405-739-7365 or DSN 339-7365; Fax: 405-739-7365; E-mail: aptinker@ou.edu

Professor Contact Information:

Course Professor: Jorge Mendoza Ph. D.
Mailing Address: Psychology Department
University of Oklahoma
Norman, OK 73019
Telephone Number: (405) 325-4568
Fax: (405) 325-3747
E-mail Address: jmendoza@ou.edu
Professor availability: The professor will be available via e-mail to students before and after the class sessions. On-site office hours are half an hour before and after each class session, by appointment.

Textbook(s) and Instructional Materials:

Student materials are available at the Follett/AP Bookstore located in the Oklahoma Memorial Union, 900 Asp Ave., Norman, OK. Orders can be placed online at www.oklahomaunion.bkstr.com or by telephone at 866-369-9713 (toll free in the U.S.) or 405-325-5960 (outside the U.S.). E-mail orders may be sent to oklahomaunion@bkstr.com. Representatives are available from 8 a.m. to 6 p.m. CST Monday through Thursday and 8 a.m. to 5 p.m. CST on Friday. Summer hours: 8 a.m. to 4 p.m. CST. Faxed orders may be placed 24 hours a day to 866-223-5607 (toll free in the U.S.) or 405-325-7140 (outside the U.S.).


Note: The Follett/AP Bookstore is the Advanced Programs contractual textbook provider. Should text changes become necessary after publication of the course syllabus, Advanced Programs will facilitate text returns/refunds only for texts purchased through the Follett/AP Bookstore.

**Course Objectives:**

- To provide an inclusive paradigm for the study of leadership and leadership theory.
- To provide the opportunity to analyze the major leadership models and approaches.
- To provide the opportunity to examine and analyze current research on leadership and its implications for future research and current practice.
- To provide the opportunity for personal assessment of propensities for particular orientations to leadership.
- To provide the opportunity to apply leadership theory in practical leadership situations.
- To provide the opportunity to discuss contemporary issues of leadership in service and non-service organizations.

**Assignments, Grading and Due Dates:**

Course activities will include lectures, films/tapes, workgroups, student presentations and analyses of leadership scenarios. Adjustments may be made to accommodate special student and logistical circumstances. The activities will be centered on the following:

- motivational theories
- power influence
- beliefs, values, and needs
- evolution of leadership studies
- cultural values
- predominant leadership theories
- case studies
- application within organizations

**Explanation of Assignments:**

1. It is expected that students will have read both texts by the first day of class. Particular attention should be paid to the following readings in the Pierce textbook: Readings 1, 5, 6, 8, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 22, 23, 26, 33, 36, 37, and 39.

2. Each student will identify and reproduce one (1) empirical research article related to leadership or organizations to be submitted to the professor on the first day of class. The article should be summarized and criticized in a 2-3 (single spaced) page paper and should include, minimally, the research question(s)/hypotheses, findings/conclusions and implications for leadership. (A research article is one which includes research question(s)/hypotheses, procedures, findings(s)/conclusions, discussion/implications of the study and/or its findings.) Due the first day of class.

3. Due the first week of class, a self-analysis listing the strengths and weaknesses of your leadership practice and style. Each student will complete any 5 of the self-assessment instruments in the primary text. In a related 2-3 page summary, the student should discuss the results of the assessment and include a plan to improve on his/her leadership weaknesses.

4. It is expected that all work submitted be of high quality and reflect mature, thoughtful and serious graduate-level study.

5. The final examination will be comprehensive and administered on the last day of class and due one week after. Further details related to the test will be provided during class.
Grading: This is a letter-graded course: A, B, C, D, or F. Grades will be determined on the following basis: 90-100 (A); 80-89 (B); 70-79 (C); 60-69 (D) and Below 60 (F).

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Due Date</th>
<th>Percent of Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-Analysis</td>
<td>First week of class</td>
<td>20%</td>
</tr>
<tr>
<td>Attendance/Participation</td>
<td></td>
<td>10%</td>
</tr>
<tr>
<td>Research Assignment</td>
<td>First day of class</td>
<td>20%</td>
</tr>
<tr>
<td>Final Examination</td>
<td>A week after class ends</td>
<td>50%</td>
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NOTICE: Failure to meet assignment due dates could result in a grade of I (Incomplete) and may adversely impact Tuition Assistance and/or Financial Aid.
POLICIES AND NOTICES

Attendance/Grade Policy

Attendance and participation in interaction, individual assignments, group exercises, simulations, role playing, etc. are valuable aspects of any course because much of the learning comes from discussions in class with other students. It is expected that you attend all classes and be on time except for excused emergencies.

Excused absences are given for professor mandated activities or legally required activities such as emergencies or military assignments. Unavoidable personal emergencies, including (but not limited to) serious illness; delays in getting to class because of accidents, etc.; deaths and funerals, and hazardous road conditions will be excused.

If you are obtaining financial assistance (TA, STAP, FA, VA, Scholarship, etc.) to pay all or part of your tuition cost, you must follow your funding agency/institution’s policy regarding “I” (Incomplete) grades unless the timeline is longer than what the University policy allows then you must adhere to the University policy.

Students who receive Financial Aid must resolve/complete any “I” (Incomplete) grades by the end of the term or he/she may be placed on “financial aid probation.” If the “I” grade is not resolved/completed by the end of the following term, the student’s Financial Aid may be suspended make the student ineligible for further Financial Aid.

Students are responsible for meeting the guidelines of Tuition Assistance and Veterans Assistance. See the education counselor at your local education center for a complete description of your TA or VA requirements.

Academic Honesty

Honesty is a fundamental precept in all academic activities and … [you] have a special obligation to observe the highest standards of honesty. Academic misconduct in any form is inimical to the purposes and functions of the University and is therefore unacceptable and is rigorously proscribed. Academic misconduct includes:

- cheating (using unauthorized materials, information, or study aids in any academic exercise), plagiarism, falsification of records, unauthorized possession of examinations, intimidation, and any and all other actions that may improperly affect the evaluation of a student’s academic performance or achievement;
- assisting others in any such act; or attempting to engage in such acts.

All acts of academic misconduct will be reported and adjudicated as prescribed by the student code of the University of Oklahoma. All students should review the “Student’s Guide to Academic Integrity” found at http://www.ou.edu/provost/integrity

Accommodation Statement

The College of Continuing Education [Advanced Programs] is committed to making its activities as accessible as possible. For accommodations on the basis of disability, please contact your OU Site Director.

Course Policies

Advanced Programs policy is to order books in paperback if available. Courses, dates, and professors are subject to change. Please check with your OU Site Director. Students should retain a copy of any assignments that are mailed to the professor for the course. Advanced Programs does not provide duplicating services or office supplies.

Copyright

Any and all course materials, syllabus, lessons, lectures, etc. are the property of professor teaching the course and the Board of Regents of the University of Oklahoma and are protected under applicable copyright.

For more information about Advanced Programs, visit our website at: http://www.goou.ou.edu/
INSTRUCTOR VITA
Jorge L. Mendoza, Ph.D.

Education
- 1970 BS in Psychology, University of Illinois
- 1970-1974 MS and Ph.D. in Psychology, University of Oklahoma, Norman, Oklahoma

Current Positions
- Advanced Programs Professor since 1996
- Professor of Psychology and Director of the Industrial Psychology Program, University of Oklahoma

Frequently Taught Advanced Programs Courses
- HR 5113 Organizational Behavior in Human Relations
- HR 5033 Leadership in Organizations
- HR 5023 Research in Human Relations: Major Areas of Teaching and Research Interest

Representative Publications and Presentations

Representative Honors and Awards Received
- Chair, American Psychological Association, Division 5 Membership Committee (1994)
- President (1991) - Educational Statistician. (Special Interest Group of the American Educational Research Association)
- President - Southern Society for Multivariate Experimental Psychology, 1977-1978
- NIMH Grant Proposal Reviewer (Committee on violence and sexual assault) 1981-1985
- APA Committee on Psychological Tests and Assessment 1985-1987
- Proposal Reviewer NIH (Small Business Grants) 1987-1988
- NIH Special Reviewer (Behavioral Medicine Study Section) 1992
Major Areas of Teaching and Research

- Psychological Measurements and Statistics (Validation, Structural Equations, Biodata, Selection Procedures)
- Organizational Behavior (Motivation, Leadership, Service Orientation)