COMM 3323: Communication and Organizational Leadership  
Fall 2014

Instructor: MBA/MA Eli Garcia  
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Phone: (915) 747-5310  
Office: QUIN 101A & Cotton 205  
Office hours: MW 11:00 AM-1:00 PM  
T 3:30-5:00 PM

Class meeting times:  
TR 10:30-11:50 AM  
Location: LART 122

Course Description:  
The focus of this course is the exploration of diverse leadership theoretical concepts and the analysis of their application in diverse organizational settings. It is expected that through the active engagement in course readings, lectures and activities, students will develop a better understanding of the discipline, as well as identify their own personal leadership styles, strengths and areas of opportunity.

Course Learning Objectives:  
- Understand diverse leadership theories/models  
- Analyze the application of leadership theory in a wide range of organizational situations  
- Become self-aware of personal leadership style  
- Advance strategic thinking and problem solving skills  
- Develop counseling, time-management, teamwork and strategic planning skills, as these are an integral part of the Organizational and Corporate Communication field

Course Methodology:  
- There will be a mix of lectures, student group assignments and presentations.

Learning Outcome:  
- Competence in applying leadership theory concepts to different organizational situations

Outcome Assessment/Grading:  
- Students will demonstrate their skills and knowledge by successfully fulfilling the assignments required to pass this course.

Materials and bibliography:  
Required textbook:  
Leadership, Theory and Practice  
Sixth Edition  
Author: Peter G. Notrhouse  
Sage Publications  
ISBN-10: 1452203407
Grading:
Your active participation is required to successfully meet the assignment requirements. You will be working in teams. However you will be graded individually based on the quality of the work you submit and your contribution to the overall group assignment.

First Exam………………………………………………200 Points

Leadership Profile
(Written Assignment)........................................200 Points
(Presentation)……………………………………………100 Points

Organizational Change Leadership Program Final Project
(Written Assignment) ……………………………200 Points
(Presentation)……………………………………………200 Points

Class Attendance & Participation ……………………100 Points

1000 Points

Your responsibilities:
• **Class Attendance & Participation:** Students are expected to attend each and every class and to be punctual. This is a discussion driven course, your active participation is extremely important. Please read assigned material prior to class. **I will deduct 10 points** from your class participation score for each **unexcused absence** or each time you are asked to participate in class discussions and you are not prepared to do so.

• All written assignments must be **hard copy** (no e-mails accepted) and handed **on time**, double-spaced and have adequate margins for reviewer comments (about an inch). Use 12-point type, Times New Roman or Courier font.

• Deadlines for all written assignments will be strictly enforced. I won’t accept assignments after deadline. Missing a deadline is equivalent of not doing the assignment.

• Show respect. The use of cell phones and text messages won’t be allowed during class time. Please turn cell phones off before entering the classroom. Be courteous to classmates by paying attention to discussions and presentations and by being open-minded in regard to the opinions and ideas of others.

**Academic Dishonesty:**
Plagiarism, cheating or collusion is a violation of the norms and ethics of the academic community. Anyone suspected of academic dishonesty will immediately be reported to the Chair of the Department of Communication and to the Dean of Student Affairs. Academic Dishonesty will not be tolerated.
**Disability Policy:**
If you have been identified as having disability, please see the instructor to make proper arrangements.

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<thead>
<tr>
<th>Week</th>
<th>Topic</th>
<th>Reading</th>
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<tbody>
<tr>
<td>Aug 26</td>
<td>Introduction to the Course</td>
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<tr>
<td>Aug 28</td>
<td>Trait Approach</td>
<td>Ch 1/Ch 2</td>
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<tr>
<td>Sep 2/4</td>
<td>Skills Approach</td>
<td>Ch 3</td>
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<td>Sep 9/11</td>
<td>Style Approach</td>
<td>Ch 4</td>
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<td>Sep 16/18</td>
<td>Situational Approach</td>
<td>Ch 5</td>
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<td>Sep 23</td>
<td>Leadership Profile Workshop</td>
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<td>Exam 1(Chapter 1-5)</td>
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<td>Sep 25</td>
<td>Leadership Profile Workshop</td>
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<td>Team Leadership</td>
<td>Ch 11</td>
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<td>Oct 7/9</td>
<td>Path-Goal Theory</td>
<td>Ch 7</td>
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<td>Oct 14/16</td>
<td>Leader –Member Exchange Theory</td>
<td>Ch 8</td>
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<td>Oct 21/23</td>
<td>Transformational Leadership</td>
<td>Ch 9</td>
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<td>Oct 28/30</td>
<td>Leadership Profile Written Assignment Due &amp; Presentations</td>
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<td>Nov 4/6</td>
<td>Authentic Leadership</td>
<td>Ch 10</td>
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<td>Nov 11/13</td>
<td>Psychodynamic Approach</td>
<td>Ch 12</td>
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<td>Nov 18/20</td>
<td>Women in Leadership</td>
<td>Ch 13</td>
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<td>Nov 25/Dec 2</td>
<td>Culture and Leadership</td>
<td>Ch 14</td>
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<td>Dec 4</td>
<td>Ethics</td>
<td>Ch 15</td>
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<td><strong>Dec 11th</strong></td>
<td>Organizational Change Leadership Final Project, Written Assignment due &amp; Presentations</td>
<td>10:00 AM-12:45 PM</td>
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Have a great learning experience!