MGMT 4470.401 – Leadership | Spring 16W 2025

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Class: INET (online only)
Office Hours: By appointment or on
Mon. 11:00-12:30 & Tue. 13:30-15:00

Course Description

This is an in-depth course on leadership. Students are provided with practical tools and methods of leadership that apply to a variety of organizational structures. Students gain insights about their own personalities, skills, ethics, values and beliefs as they relate to leading others, and have the opportunity to discuss and debate a number of leadership topics.

Course Objectives

Students who have successfully completed the course will be able to:

1. **Identify and differentiate** between distinct leadership theories and styles as they relate to application in organizational settings.
2. **Design** and simulate evidence-based leadership interventions in response to specific challenges in modern day businesses.
3. **Analyze** the efficacy of leadership theories across varying organizational structures and business scenarios, citing empirical evidence and scholarly critiques.
4. **Develop** an understanding of the self (values, beliefs, skills, traits, etc.) in relation to leadership theory and practice.

Required Materials

Leadership, 10th Edition, by Peter G. Northouse | ISBN 13: 8220145529163

Students need access to "Vantage | Sage" platform – sold through the UNT Bookstore or direct from Sage. This is an internet-only course, and students are required to utilize appropriate technology to access Canvas and secure access to a reliable Internet connection for assessments and other work

Course Access

You can access the course at https://unt.instructure.com.

Login using your EUID and password | Click "MGMT 4470" from the list of courses.

Please note that Canvas relies exclusively on electronic technologies for online participation, and technology is not 100% reliable. Students assume ALL responsibility for the operating condition of personal computers and the functionality of individual Internet connections. Immediately report any and all Canvas problems to the UNT helpdesk at 940.565.2324. Be sure to ask for a ticket number and then email the ticket number to me along with the report from the Helpdesk. Without a ticket number, I can't follow up on the technical issue. Technical difficulties are resolved as they appear on a case-by-case basis.

EUID access, passwords, and communication:

Enterprise User Identification Numbers (EUID's) and passwords are required by the University of North Texas to access this course. It is the student's responsibility to maintain a current EUID number and password. You may reset your password at https://ams.unt.edu/acctreq.php.

Students are also expected to regularly check both their university assigned email address and Canvas messaging system while class is in session. Students can be held accountable for communication sent to either of these locations and should only communicate with faculty through these channels, in-person, or by calling the above listed office phone number.

Class Structure

This course is taught exclusively online, utilizing resources online and through Canvas. It is the student's responsibility to be able to access, and appropriately use, online materials and complete course requirements as assigned in the course schedule provided in the syllabus. Course does not meet requirements for an F-1 visa for international students. Assignments are made available on a scheduled basis throughout the semester. Exams will only be accessed through Respondus Lockdown Browser +Webcam. Students are expected to read or review all the assigned materials on time, per the course calendar in the syllabus. Additional material, which may reflect content newly identified as relevant to the course, may be provided.

Grading Policy

Students are awarded points on course assignments following faculty review of submitted work using the grading tools found online in Canvas for each assignment. Students may submit work late for partial credit: 25% reduction in the first 24 hours and a 50% reduction thereafter. No late work is accepted after the Wednesday of week fifteen in the semester. This does not apply to work submitted late that has been excused by University Policy. There is no such as 'rounding up' a grade by adding points to it, i.e., 899 points is not 900 points. Please do not request points you have not earned. Extra credit is not assigned on an individual basis, but any opportunity for additional points will be afforded to the whole class if it is offered at all.

Assignment	Points
Course Overview and Expectations Quiz –	10
Academic Integrity & Ethical AI Use Module –	5
Chapter Quizzes in Vantage (15 @ 10 points) *five dropped* –	100
Knowledge Checkpoints in Vantage (15 @ 10 points) *five dropped* –	100
Leadership Interventions (3 @ 50 points) –	150
Discussion Boards (9 @ 20 points) *one dropped* –	160
Exams (3 @ 125 points) & (1 @ 100 points) –	475
Total Points Available for the Course	**1000**

Grades will be based on the points earned during the course according to this scale:

A = 900-1000 points
B = 800-899 points
C = 700-799 points
D = 600-699 points
F = Below 600 points

Major Assignment Descriptions

Chapter Quizzes (15 @ 10 points – 100 pts required)

There will be short quizzes assigned in Vantage as you progress throughout the reading each week. These are based largely on recall of definitions for key terms and concepts. These are simple and straightforward exercises meant to promote basic understanding of course topics and promote accountability to staying on track with reading assignments. There are fifteen opportunities, at ten points each, to earn 100 points. The ten highest scores for the semester will be kept and the other five dropped. Students may stop after ten without grade penalty but are encouraged to continue as the quizzes are helpful preparation for the exam.

Knowledge Checkpoints (15 @ 10 points – 100 pts required)

Weekly knowledge checks will assess understanding of core concepts from assigned readings. These are completion assignments in Vantage. The scores do not transfer over, but rather completing them will you earn you full credit. The five highest scores for the semester will be kept. There are fifteen opportunities, at ten points each, to earn 100 points. The ten completed scores for the semester will be kept and the other five dropped. Students may stop after ten without grade penalty but are encouraged to continue as the knowledge checks are helpful preparation for the exam.

Leadership Interventions (3 @ 50 Points – total 150 pts)

Students will complete three leadership intervention assignments, each of which demonstrates various competencies related directly to application of material covered in class. Each submission will involve assigned peer reviews as part of the grade, which promotes engagement and cross-pollination of ideas to enhance the educational experience. Instructions and prompts for the assignments are given at least three weeks in advance in Canvas for each intervention.

Discussion Boards (9 @ 20 Points – 160 pts required)

Students will participate in discussion boards to share meaningful and reflective insights covering questions about course material. These submissions will be responses to prompts that task students to apply textbook material, class dialogue, lecture notes, etc., to business scenarios that students are given. Discussion boards require you to respond specifically and intentionally to the prompt. As such, the submission is due one day before the replies to allow for people who post early to respond to late posters. There are nine opportunities to participate in discussion boards, but only the highest eight scores will be kept.

Exams (3 @ 125 Points & 1 @ 100 Points – total 475 pts)

There will be four exams scheduled during the semester according to the course calendar. The last exam (final) is not comprehensive and will cover one less week of material, so is weighted accordingly. All material covered in Canvas or the textbook may appear on the exams. Exams are not open-book or open-note; no outside assistance is allowed. Exams are open roughly 60 hours and will be taken using Respondus Lockdown Browser + Webcam.

Course Schedule

Week	Date	Topic	Assignments Due
1	1/12	Chapter One: Introduction to Leadership	Quiz | ✓ .| Disc. Board
2	1/19	Chapter Two: Trait Approach	Quiz | ✓ .| Disc. Board
3	1/26	Chapter Three: Skills Approach	Quiz | ✓ .| Disc. Board
4	2/2	Chapter Four: Behavioral Approach	Quiz | ✓ .| Exam #1 (Weeks 1-4)
5	2/9	Chapter Five: Situational Approach	Quiz | ✓ .| Disc. Board
6	2/16	Chapter Six: Path-Goal Theory	Quiz | ✓ .| Leader Ax.
7	2/23	Chapter Seven: Leader-Member Exchange Theory	Quiz | ✓ .| Disc. Board
8	3/2	Chapter Eight: Transformational Leadership	Quiz | ✓ .| Exam #2 (Weeks 5-8)
9	3/16	Chapter Nine: Authentic Leadership	Quiz | ✓ .| Disc. Board
10	3/23	Chapter Ten: Servant Leadership	Quiz | ✓ .| Leader Ax.
11	3/30	Chapter Eleven: Adaptive Leadership	Quiz | ✓ .| Disc. Board
12	4/6	Chapter Twelve: Group & Team Leadership	Quiz | ✓ .| Exam #3 (Weeks 9-12)
13	4/13	Chapter Thirteen: Followership	Quiz | ✓ .| Disc. Board
14	4/20	Chapter Fourteen: Social Identity Leadership	Quiz | ✓ .| Leader Ax.
15	4/27	Chapter Sixteen: Leadership Ethics	Quiz | ✓ .| Disc. Board
16	5/4	**Wednesday, May 6, 2026**	Final Exam (Weeks 13-15)

Course Policies, Procedures, and Requirements

ACADEMIC INTEGRITY

According to UNT Policy 06.003, Student Academic Integrity, (https://policy.unt.edu/policy/06-003) academic dishonesty occurs when students engage in behaviors including, but not limited to cheating, fabrication, facilitating academic dishonesty, forgery, plagiarism, and sabotage. A finding of academic dishonesty may result in a range of academic penalties or sanctions ranging from admonition to expulsion from the University. All violations of the Student Academic Integrity policy will be reported. Usage of cell phones, iPhones, cameras, or any other electronic device is not allowed during a test; nor is talking to other students, soliciting or giving help. Copying, photographing, or disseminating the questions in any form is prohibited. Remember, the exam questions are randomized so you will NOT see the same questions in the same order as your classmates. The course will utilize TurnItIn as a plagiarism checker.

ACCEPTABLE STUDENT BEHAVIOR

Act professionally and respectful at all times. Student behavior that interferes with an instructor's ability to conduct a class, or other students' opportunity to learn, is unacceptable, disruptive, and will not be tolerated in any instructional forum at UNT. Students engaging in unacceptable behavior may be referred to the Dean of Students to review whether the student's conduct violated the Code of Student Conduct. The Code of Student Conduct can be found at https://conduct.unt.edu. Any person who believes that a violation of UNT policy has been committed by a student can go to https://report.unt.edu and report the allegation.

ATTENDANCE

A lot of work goes into each class to make a student's encounter with the course material enriching, informative, and engaging. It is therefore disrespectful to miss class for reasons not outside of the student's control. That being said, college is a place of adult learners. If students elect to pay for a class and not show up, that remains their prerogative in a free society. Though not built into the course grading structure, students who elect not to attend are likely to suffer a grade reduction or miss out on opportunities their peers in class experience. Students should communicate with faculty as soon as possible for anything covered under University Policy 06.039: Student Attendance and Authorized Absences.

COLLEGE EMERGENCY EVACUATION PROCEDURES

Severe Weather: In the event of severe weather, all building occupants should immediately seek shelter in the designated shelter- in-place area in the building. If unable to safely move to the designated shelter-in-place area, seek shelter in a windowless interior room or hallway on the lowest floor of the building. All building occupants should take shelter in rooms 055, 077, 090, and the restrooms on the basement level. In rooms 170, 155, and the restrooms on the first floor. Bomb Threat/Fire: In the event of a bomb threat or fire in the building, all building occupants should immediately evacuate the building using the nearest exit. Once outside, proceed to the designated assembly area. If unable to safely move to the designated assembly area, contact one or more members of your department or unit to let them know you are safe and inform them of your whereabouts. Persons with mobility impairments who are unable to safely exit the building should move to a designated area of refuge and await assistance from emergency responders. All building occupants should immediately evacuate the building and proceed to the south side of Crumley Hall in the grassy area, west of parking lot 24.

COURSE EVALUATIONS

This semester, UNT will administer course evaluations online (the "SPOT" – Student Evaluation of Teaching). The evaluations are used to evaluate faculty performance and provide guidance on what can be improved (also tell us what you like!). These are very important to me as you are the reason I'm here. I truly value your feedback and very much appreciate you taking the time to complete the evaluations which will be administered towards the end of the semester. You will be notified on Canvas and via your UNT email once the evaluations open.

DISABILITY ACCOMMODATION

UNT makes reasonable academic accommodation for students with disabilities. Students seeking accommodation must first register with the Office of Disability Accommodation (ODA) to verify their eligibility. If a disability is verified, the ODA will provide a student with an accommodation letter to be delivered to faculty to begin a private discussion regarding one's specific course needs. Students may request accommodations at any time. However, ODA notices of accommodation should be provided to me within the first week of the semester. Note that students must obtain a new letter of accommodation for every semester. For additional information see the ODA website at http://disability.unt.edu.

DROPPING THE COURSE

If you decide it is necessary to drop the course, please adhere to the Academic Calendar on the Registrar's website: http://www.unt.edu/catalog/. With regards to dropping the course, you will need to go to the following link: https://registrar.unt.edu/registration/dropping-class and click on Request to Drop Class form. If you have questions or need assistance you may go by the Department of Management in the Business Leadership Building – room 207.

EMERGENCY ALERTS

The University of North Texas has an emergency Notification System, Eagle Alert (https://www.unt.edu/eaglealert/), which has the capability of calling or text messaging emergency notices. As a student, you may also register with Eagle Connect Alert to receive notification of any warnings or campus closings that are announced. Instructions for enrollment can be found at my.unt.edu. The University's radio station, KNTU 88.1 FM and website http://www.unt.edu, will provide updated information during an emergency situation.

This course uses a color-coded three-tier system to specify appropriate GenAI use for each assignment. Assignments will be designated as *red*, *yellow*, or *green*, each representing permitted or expected use of GenAI. Assignments will be highlighted the corresponding color in the assignment page in Canvas, which should help eliminate ambiguity about expectations or permissions for each given assignment. Each of the tiers is explained below:

Coded Red

No AI Use Permitted: Assessments at this level measure your core knowledge, skills, and capabilities without external assistance. This ensures students rely solely on their existing knowledge, understanding, and skills.

Student guidance: You may not use AI at any stage of this assignment. You must participate using only the knowledge you have gained from your course materials, textbook, and class notes. The intellectual challenge itself is part of the value of this assignment and it is designed to assess your knowledge, skills, and abilities apart from external supports. Any AI use constitutes academic misconduct and will be investigated under relevant course and university policies.

Coded Yellow

AI Use Permitted as Assistive Tool: GenAI may be used for specific, limited functions but your final work must be entirely your own. You could use GenAI to get ideas, help draft your work, or proofread what you've written, but the intellectual framework, analysis, and synthesis must originate from you.

Student guidance: Your final submission should show how you have developed and refined ideas independently. Document all AI interactions, cite and submit them appropriately. Ask yourself: "Am I using AI to enhance my thinking or replace it?" If AI generates content, you must critically evaluate it, substantially revise it, and make it your own. The default for assessments should be that you use GenAI in an assistive role while making sure that the final submission is still substantially your own work. Inappropriate use—where you cannot defend your work in discussion or where AI fingerprints dominate—will be investigated as academic misconduct. Instances where students rely too heavily on GenAI use they may receive a warning, followed by an educational conversation.

Coded Green

AI Use is Allowed/Required: GenAI will likely have an integral role in the assessment, where students must use AI tools effectively and critically to tackle complex problems, make informed judgments, and generate creative solutions. In some instances, Coded Green assignments may not require GenAI, but may also not prohibit its use.

Student guidance: This involves generating solutions harnessing GenAI and reflecting on limitations of tools used, producing different outputs which can be compared and contrasted, and generating knowledge or content which you then reflect on and apply to your own context. You must document your AI workflow, explain your prompting strategies, critically evaluate why certain AI suggestions were useful or flawed, and demonstrate understanding that transcends what AI produced. The assessment measures your judgment, not the AI's output. You should acknowledge all AI use and submit evidence of your iterative process. This facilitates development of higher-order thinking skills through use of such tools.