
Semester: Spring

Course Prefix: MGMT

Course Title: Leadership Theory and Application

Year: 2025

Course and Section #: 3500-X01

Credits: 3

Course Description

Examines leadership theory and how it applies to real-world situations. Facilitates thinking and dialogue about leaders and the leadership process. Covers leadership development strategies and approaches for individuals, teams, and organizations. Includes readings, discussions, reflections, experiential activities, guest speakers, written papers, and innovative assignments. Lab access fee of \$25 for computers applies.

Course Attributes

This course has the following attributes:

- General Education Requirements
- Global/Intercultural Graduation Requirements
- Writing Enriched Graduation Requirements
- Discipline Core Requirements in Program
- Elective Core Requirements in Program
- Open Elective

Instructor Information

Instructor Name: Dr. Maureen Andrade

Student Learning Outcomes

- Describe the traditional theories and concepts of leadership, as well as of the most recently developed leadership philosophies
- Compare the variety of characteristics and competencies found in the literature regarding exceptional leaders and discuss with fellow learners
- Apply leadership concepts to current issue-focused discussions using critical thinking and reflection
- Use critical analytical and problem-solving skills to identify and solve a variety of identified leadership problems and issues within the course through written projects
- Illustrate, through writing, an awareness of various leadership styles

- Appraise personal competency in leadership analysis and behavior using reflective writing techniques
- Employ mastery of professional skills that include the ability to use written communication in the context of leadership development theory and practice through an in-depth final capstone project

Course Materials and Texts

- Northouse, P. (2022). *Leadership: Theory and practice (9th ed.)*. Sage Publishers.
- *Peerceptiv*

Course Requirements

Course Assignments, Assessments, and Grading Policy

Sage Vantage Learning Assignments (448 points): Each module has knowledge checks, critical thinking activities, video activities, self-assessments, and chapter tests associated with the digital textbook readings. The video activities, self-assessments, and chapter quizzes will count in your grade. Other activities are assigned for completion.

Essays (5 X 20 = 100 points): Throughout the course, you will write reflective essays designed to bring the study of leadership theory to life.

Trainings (LinkedIn Courses/Research Methods) (4 X 20 = 80 points): You are required to complete selected LinkedIn courses and other trainings. The LinkedIn courses will help you excel on the writing assignments in the course. The research training is needed for the final project.

Final Interview Project (20 points for interviews; 100 points for paper = 120 points): As your final exam, you will conduct interviews on a topic related to management and leadership in the workplace. You will prepare for these interviews by completing trainings throughout the course.

Grade	A	A-	B+	B	B-	C+	C	C-	D+	D	D-	E
Percent	100-94	<94-90	<90-87	<87-83	<83-80	<80-77	<77-73	<73-70	<70-67	<67-63	<63-60	<60-0

Required Reading Assignments

All required readings use chapters from the course text.

General Description of the Subject Matter

Chapter 1: Leadership

Chapter 2: Trait Approach

- Chapter 3: Skills Approach
- Chapter 4: Behavioral Approach
- Chapter 5: Situational Approach
- Chapter 6: Path-Goal Theory
- Chapter 7: Leader-Member Exchange Theory
- Chapter 8: Transformational Leadership
- Chapter 9: Authentic Leadership
- Chapter 10: Servant Leadership
- Chapter 11: Adaptive Leadership
- Chapter 12: Inclusive Leadership

Required Course Syllabus Statements

Generative AI

The use of AI to generate content is emerging in higher education. The use of AI tools to draw insights, data, or content for assignments must be cited in the same way you would reference a textbook or article.

Assignments in this course do not require the use of sources other than the eBook. The content of your assignments must be specific to the assignment and show that you understand and can apply the concepts. They require your unique perspective and voice.

If you want to use AI to help you improve your learning, below is an example of how you might use it appropriately.

“You are a [insert name of discipline] professor. Give me feedback on this [type of writing [type of writing - term paper, reflection, paragraph...]] focusing on the following criteria [list criteria from the assignment or rubric]. Generate a list of four things that should be improved, explain how they can be improved, and review any punctuation and or spelling mistakes. Here is the piece: [insert writing piece]” the university’s policy. If you have questions about acceptable use of AI tools, please consult the instructor before submitting your work.

Using Remote Testing Software

This course does not use remote testing software.

This course uses remote testing software. Remote test-takers may choose their remote testing locations. Please note, however, that the testing software used for this may conduct a brief scan of remote test-takers’ immediate surroundings, may require use of a webcam while taking an exam, may require the microphone be on while taking an exam, or may require other practices to confirm academic honesty. Test-takers therefore shall have no expectation of privacy in their test-taking location during, or immediately preceding, remote testing. If a student strongly objects to using test-taking software, the student should contact the instructor at the beginning of the semester to determine whether alternative testing arrangements are feasible. Alternatives are not guaranteed.

Required University Syllabus Statements

Accommodations/Students with Disabilities

Students needing accommodations due to a permanent or temporary disability, pregnancy or pregnancy-related conditions may contact UVU [Accessibility Services](#) at accessibilityservices@uvu.edu or 801-8638747.

Accessibility Services is located on the Orem Campus in BA 110.

Deaf/Hard of Hearing students requesting ASL interpreters or transcribers can contact Accessibility Services to set up accommodations. Deaf/Hard of Hearing services can be contacted at DHHservices@uvu.edu

DHH is located on the Orem Campus in BA 112.

Academic Integrity

At Utah Valley University, faculty and students operate in an atmosphere of mutual trust. Maintaining an atmosphere of academic integrity allows for free exchange of ideas and enables all members of the community to achieve their highest potential. Our goal is to foster an intellectual atmosphere that produces scholars of integrity and imaginative thought. In all academic work, the ideas and contributions of others must be appropriately acknowledged and UVU students are expected to produce their own original academic work.

Faculty and students share the responsibility of ensuring the honesty and fairness of the intellectual environment at UVU. Students have a responsibility to promote academic integrity at the university by not participating in or facilitating others' participation in any act of academic dishonesty. As members of the academic community, students must become familiar with their [rights and responsibilities](#). In each course, they are responsible for knowing the requirements and restrictions regarding research and writing, assessments, collaborative work, the use of study aids, the appropriateness of assistance, and other issues. Likewise, instructors are responsible to clearly state expectations and model best practices.

Further information on what constitutes academic dishonesty is detailed in [UVU Policy 541: *Student Code of Conduct*](#).

Equity and Title IX

Utah Valley University does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, age (40 and over), disability, veteran status, pregnancy, childbirth, or pregnancy-related conditions, citizenship, genetic information, or other basis protected by applicable law, including Title IX and 34 C.F.R. Part 106, in employment, treatment, admission, access to educational programs and activities, or other University benefits or services. Inquiries about nondiscrimination at UVU may be directed to the U.S. Department of Education's Office for Civil Rights or UVU's Title IX Coordinator at 801-863-7999 – TitleIX@uvu.edu – 800 W University Pkwy, Orem, 84058, Suite BA 203.

Religious Accommodation

UVU values and acknowledges the array of worldviews, faiths, and religions represented in our student body, and as such provides supportive accommodations for students. Religious belief or conscience broadly includes religious, non-religious, theistic, or non-theistic moral or ethical beliefs as well as participation in religious holidays, observances, or activities. Accommodations may include scheduling or due-date modifications or make-up assignments for missed class work.

To seek a religious accommodation, a student must provide written notice to the instructor and the Director of Accessibility Services at accessibilityservices@uvu.edu. If the accommodation relates to a scheduling conflict, the notice should include the date, time, and brief description of the difficulty posed by the conflict. Such requests should be made as soon as the student is aware of the prospective scheduling conflict.

While religious expression is welcome throughout campus, UVU also has a [specially dedicated space](#) for meditation, prayer, reflection, or other forms of religious expression.