



AEC3410 – Fostering Innovation through Leadership Spring 2021 – 3 Credits

Course Overview

Through leadership theory and application students will develop a model for fostering innovation through leadership. By studying key leadership theories and models, students will develop the basic skills and knowledge necessary to move an innovation from creation to implementation. Using specifically designed course experiences students will be able to think critically about leadership's direct application to innovation and change.

Instructor Information:

Mrs. Megan Cantrell

Lecturer, Agricultural Leadership Development

Department of Agricultural Education and Communication

 Bryant Space Center - 113A  mstein17@ufl.edu  (352)294-1999

Office Hours: Tuesday – 3:00-4:00PM via Zoom, or by appointment

Teaching Assistant:

Ms. Annie Muscato – afmuscato@ufl.edu

Course Time and Location

Tuesday – Period 8 (3:00 – 3:55PM) – Independent Study & Online Collaboration

Thursday – Period 8 & 9 – (3:00 - 4:55PM) – Zoom Discussion:

Required Course Materials

Access to a computer, internet, and headphones.

Course Objectives

The objectives of the course are:

1. Identify the role of resilience in leading innovation,
2. Analyze the models of adaptive leadership for innovation,
3. Synthesize theories of change for leading innovation,
4. Assess personal strengths and goals,
5. Contextually apply leadership theory to innovation and change.

Course Expectations

This course is designed to assist you in unlocking new perspectives to your leadership style and abilities. As you work through the course, look for ways to draw connections to your life experiences, your future endeavors, and other courses you have taken. For each assignment, produce work that is an accurate representation of the quality of your education and work ethic. This course should be enjoyable and offer guidance on your leadership journey.

AEC-CLD Statement of Purpose

We are an engaged community of diverse students and faculty.

We learn to think critically and dialogue about agricultural and natural resources issues facing Florida and our world.

We explore the varied perspectives, theories and science underlying these issues.

We build our communication and leadership skills to address evolving agricultural and natural resources issues in a multicultural society.

Assignment Descriptions

Innovation Project:

The difference between innovating products and processes is the impact on human behavior. In this course, we will cover the theoretical models of influencing human behavior and think through how you innovate processes. For this project, you are strongly encouraged to work with a group. From here, your group will need to identify a challenge that affects people. You will spend the semester slowly working through different aspects of developing a lasting process by learning about your target audience, identifying areas of growth, and thinking through an innovation that would positively combat the problem you identified. At the end of the semester, you will present each piece of your project in a presentation. The presentation may be a narrated presentation between 5 – 7 minutes.

Innovation Project Proposal:

For the project proposal, your group will need to identify the challenge you wish to innovate a process around. You will identify group members, target audience, problem, and research the circumstances that created the problem.

Innovation Project Draft:

As leaders, it is pivotal that you are equipped with the skillset of giving and receiving feedback. The draft submission will go through the peer review process with five classmates. This will allow each group to have feedback and learn more about others' projects before the final submission at the end of the semester.

Individual Reflection Papers:

These are short reflections of application related to course content. You will have four of these during the course. You will be provided a prompt on Canvas that you will reflect on and write a response to the prompt. Length and requirements will vary based on reflection.

Quizzes:

You will have quizzes during the course to gauge your progress in mastering the concepts covered. Each quiz is non-cumulative, only new or current material will be included. These will be completed in online via Canvas. Quizzes may cover lectures, readings, assessments, activities, and other material included in the online modules.

Tentative Course Calendar

Week	Topic	Assignments
1 January 11 - 16	Syllabus & Course Expectations Collegiate Writing	
2 January 17 - 23	Change Theory & Leadership 101	
3 January 24 - 30	Values	Reflection 1 – January 31
4 January 31 – February 6	Diffusion of Innovation	Quiz 1 – February 7
5 February 7 - 13	Clifton Strengths	Innovation Project Proposal – February 14

Week	Topic	Assignments
6 February 14 - 20	Funding Innovation	Reflection 2 – February 21
7 February 21 - 27	Motivation	
8 February 28 – March 6	Dark Side of Innovation	Quiz 2 – March 7
9 March 7 - 13	Leadership Ethics	Reflection 3 – March 14
10 March 14 - 20	Feedback & Conflict Management	Quiz 3 – March 21
11 March 21 - 27	Generations	Innovation Project Draft– March 28
12 March 28 – April 3	Adaptive Leadership	Reflection 4 – April 4
13 April 4 – 10	Critical Thinking Decision Making – Teamwork	
14 April 11 - 17	Resilience	Final Innovation Project Due – April 18
15 April 18 - 21	Course Connections	Quiz 4 – April 21

Point Breakdown

Assignment	Due Date	Possible Points	Points Earned
Reflection 1	1/31	75	
Quiz 1	2/7	75	
Innovation Project Proposal	2/14	100	
Reflection 2	2/21	75	
Quiz 2	3/7	75	
Reflection 3	3/14	75	
Quiz 3	3/21	75	
Innovation Project Draft	3/28	50	
Reflection 4	4/4	50	
Final Innovation Project	4/18	175	
Quiz 4	4/21	75	
Engagement	Throughout	100	
TOTAL POINTS		1000	

Total = _____/1000

*Extra credit may be given out through the semester at the instructor's discretion.

This syllabus is subject to change at the discretion of the instructor.

Grades and Grade Points

Please note grades are based on points not percentages. For information on current UF policies for assigning grade points, see <https://catalog.ufl.edu/ugrad/current/regulations/info/grades.aspx>

1000 - 930 = A	869 – 830 = B	769 – 730 = C	669 – 630 = D
929 - 900 = A-	829 – 800 = B-	729 – 700= C-	629 - 600 = D-
899 – 870 = B+	799 – 770 = C+	699 – 670 = D+	599 or below = E

Course Policies

Assignment Submission: The majority of your assignments should be submitted via the e-Learning assignments tool in Word (.doc or .docx) or .pdf format and are due on the dates listed in the syllabus. Pages and notepad files will not be accepted. Assignments will only be accepted via email with prior approval by the instructor. You may submit **ONE** late assignment within seven days of its due date without penalty. Quizzes, presentations, assignments due within a week of the last day of the semester, and pieces of the group project are NOT eligible for the late assignment waiver. Otherwise, **late assignments will receive a zero** unless *prior* accommodations have been approved by the instructor or you have a valid, University-approved excuse. Students are expected to complete all assignments within the course during the time frame specified. **It is your responsibility to make sure your assignments have been received by the instructor;** if you suspect you are having computer issues, you will need to submit a copy of a UF Help Desk ticket as proof of your technical issues. Otherwise, your assignment will be considered late.

Assignment Specifications: All assignments are expected to be typed in Times New Roman, 12-point font, double spaced without headers unless otherwise noted on the assignment.

E-Learning: All students are expected to check e-Learning regularly. Please ensure that you will have reliable access to this over the semester. This is where you will find additional course materials, assignments, grades, and supplemental materials.

Email: All students are expected to check email on regularly. Please ensure that you will have reliable access to this over the semester. Some information corresponded via email may be time-sensitive. Correspondence is expected to be professional and follow AEC Expectations for Writing. Please expect responses from the instructor team to emails and inquiries within 24 business hours (8AM – 5PM, Monday through Fridays, excluding holidays). PLEASE CONTACT THE INSTRUCTOR THROUGH UF EMAIL at mstein17@ufl.edu. Mrs. Cantrell is unable to access Canvas message when she is travelling to present leadership training throughout Florida and the southeast.

Collaboration: No student may work or collaborate with another person on any academic activity in this course. Should group work be assigned or this class policy change, I will provide that in writing on the individual assignment instructions.

AEC Expectations for Writing: In all courses in the Department of Agricultural Education and Communication's Communication and Leadership Development (CLD) specialization, the following writing standards are expected to be followed, unless otherwise specified for a particular writing assignment. Not following these writing standards will result in substantially lower grades on writing assignments.

- Proper grammar and punctuation are mandatory.
- Proper sentence structure is required.
 - Not using "tweet-talk" in your assignments.
 - Making sure that your sentences have a subject, verb, and (when needed) an object.
 - Not having sentence fragments.
 - And anything else that would pertain to "proper sentence structure."
- NO use of contractions.
- Good thoughts/content throughout the writing assignment.

- For assignments that require citations, use American Psychological Association style. Proper APA citation and reference document is expected.

Feedback: The instructor team will provide students with feedback within two weeks of the submission deadline. This excludes any UF holidays, natural disasters, or holiday breaks.

Attendance and Make-Up Work: Requirements for class attendance and make-up exams, assignments and other work are consistent with university policies that can be found at: <https://catalog.ufl.edu/UGRD/academic-regulations/attendance-policies/>.

Online Course Evaluation Process: Student assessment of instruction is an important part of efforts to improve teaching and learning. At the end of the semester, students are expected to provide feedback on the quality of instruction in this course using a standard set of university and college criteria. Students are expected to provide professional and respectful feedback on the quality of instruction in this course by completing course evaluations online via GatorEvals. Guidance on how to give feedback in a professional and respectful manner is available at: <https://gatorevals.aa.ufl.edu/students/>. Students will be notified when the evaluation period opens and can complete evaluations through the email they receive from GatorEvals, in their Canvas course menu under GatorEvals, or via <https://ufl.bluera.com/ufl/>. Summaries of course evaluation results are available to students at: <https://gatorevals.aa.ufl.edu/public-results/>.

Academic Honesty: As a student at the University of Florida, you have committed yourself to uphold the Honor Code, which includes the following pledge: "We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honesty and integrity." You are expected to exhibit behavior consistent with this commitment to the UF academic community, and on all work submitted for credit at the University of Florida, the following pledge is either required or implied: "On my honor, I have neither given nor received unauthorized aid in doing this assignment." It is assumed that you will complete all work independently in each course unless the instructor provides explicit permission for you to collaborate on course tasks (e.g. assignments, papers, quizzes, exams). Furthermore, as part of your obligation to uphold the Honor Code, you should report any condition that facilitates academic misconduct to appropriate personnel. It is your individual responsibility to know and comply with all university policies and procedures regarding academic integrity and the Student Honor Code. Violations of the Honor Code at the University of Florida will not be tolerated. Violations will be reported to the Dean of Students Office for consideration of disciplinary action. For more information regarding the Student Honor Code, please see: <http://www.dso.ufl.edu/sccr/process/student-conduct-honor-code>.

Software Use: All faculty, staff and students of the university are required and expected to obey the laws and legal agreements governing software use. Failure to do so can lead to monetary damages and/or criminal penalties for the individual violator. Because such violations are also against university policies and rules, disciplinary action will be taken as appropriate.

Services for Students with Accommodations: The Disability Resource Center coordinates the needed accommodations of students with disabilities. This includes registering disabilities, recommending academic accommodations within the classroom, accessing special adaptive computer equipment, providing interpretation services and mediating faculty-student disability related issues. Students requesting classroom accommodation must first register with the Dean of Students Office. The Dean of Students Office will provide documentation to the student who must then provide this documentation to the Instructor when requesting accommodation 0001 Reid Hall, 352-392-8565, <https://disability.ufl.edu/>

Campus Helping Resources: Students experiencing crises or personal problems that interfere with their general wellbeing are encouraged to utilize the university's counseling resources. The Counseling & Wellness Center provides confidential counseling services at no cost for currently enrolled students. Resources are available on campus for students having personal problems or lacking clear career or academic goals, which interfere with their academic performance.

- University Counseling & Wellness Center, 3190 Radio Road, 352-392-1575, www.counseling.ufl.edu
Counseling Services Groups and Workshops Outreach and Consultation Self-Help Library Wellness Coaching
- U Matter We Care, www.umatter.ufl.edu/ •
Career Connections Center, First Floor JWRU, 392-1601, <https://career.ufl.edu/>.

Student Complaints:

- Online Course: <http://www.distance.ufl.edu/student-complaint-process>

COVID-19 Related Course Policy:

Our class sessions may be audio visually recorded for students in the class to refer back and for enrolled students who are unable to attend live. Students who participate with their camera engaged or utilize a profile image are agreeing to have their video or image recorded. If you are unwilling to consent to have your profile or video image recorded, be sure to keep your camera off and do not use a profile image. Likewise, students who un-mute during class and participate orally are agreeing to have their voices recorded. If you are not willing to consent to have your voice recorded during class, you will need to keep your mute button activated and communicate exclusively using the "chat" feature, which allows students to type questions and comments live. The chat will not be recorded or shared. As in all courses, unauthorized recording and unauthorized sharing of recorded materials is prohibited.