UF | UNIVERSITY of FLORIDA

AEC3410 – Fostering Innovation through Leadership
Summer 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
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Office Hours: Wednesday – 10:00 – 11:00AM via Zoom, or by appointment

Teaching Assistant:
TA Office Hours: Thursday – 11:00 – 12:00PM via Zoom, or by appointment
Ms. Annie Muscato – afmuscato@ufl.edu

Course Time and Location

Online via Canvas, asynchronous

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.

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. If you do not complete the group selection survey, a group will be assigned for you. 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 must 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.

Discussion Posts:
These are short reflections of application related to course content. You will be provided a prompt on Canvas that you will reflect on and write or record a response to the prompt.

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 May 10- 16	Syllabus & Course Expectations Collegiate Writing	Syllabus Quiz Discussion Post 1
2 May 17 - 23	Change Theory	Discussion Post 2 Group Selection
3 May 24 - 30	Values	Quiz 1
4 June 1 - 6	Diffusion of Innovation	Innovation Project Proposal

5 June 7 - 13	Clifton Strengths		Discussion Post 3
6 June 14 - 20	Funding Innovation & Motivation		Quiz 2
	SUMMER BREAK – June 21 – June 27		
7 June 28 – July 5	Dark Side of Innovation Leadership Ethics		Innovation Project Draft
8 July 6 – 11	Feedback Conflict Management		Innovation Project Peer Reviews
9 July 12 - 18	Adaptive Leadership		Quiz 3
10 July 19 - 25	Generations		Discussion Post 4
11 July 26 – August 1	Critical Thinking Decision Making – Teamwork		Final Innovation Project
12 August 2 - 6	Resilience		Quiz 4

Point Breakdown

Assignment	Due Date	Possible Points	Points Earned
Syllabus Quiz	5/14	5	
Discussion Post 1	5/16	15	
Discussion Post 2	5/23	25	
Group Selection	5/23	5	
Quiz 1	5/30	50	
Innovation Project Proposal	6/6	50	
Discussion Post 3	6/13	25	
Quiz 2	6/20	50	
Innovation Project Peer Reviews	7/11	50	
Quiz 3	7/18	50	
Discussion Post 4	7/25	25	
Final Innovation Project	8/1	100	
Quiz 4	8/5	50	
TOTAL POINTS		500	

Total = _____/500

*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

500 - 465 = A	434 – 415 = B	384 – 365 = C	334 – 315 = D
464 - 450 = A-	414 – 400 = B-	364 – 350= C-	314 - 300 = D-
449 – 435 = B+	399 – 385 = C+	349 – 335 = D+	299 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. Exams, presentations, 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. Ms. Stein 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 Accomodations: 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