**AEC3410 – Fostering Innovation through Leadership**
**Summer 2022 – 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, 10 – 11AM via Zoom (link on Canvas) or by appointment

**Teaching Assistant:**
TA Office Hours:
Mrs. Heather Young
heather.young@ufl.edu
Mrs. Amy Brown
amybrown@ufl.edu

## Course Time and Location

Content provided virtually on Monday of each week.
Discussion Lab Sections – Only attend the *one* lab section you are enrolled in
Thursday – 9:30 – 10:45AM – McCarty D G001
Thursday – 11:00 – 12:15PM – McCarty D G001
Thursday – 12:30 – 1:45PM – McCarty D G001
Thursday – 2:00 – 3:15PM – McCarty D G001

## 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.

## Assignment Descriptions

### Leadership Philosophy:

Every successful leader carries deep within a statement of leadership and the beliefs held about leadership. A philosophy statement is the critical analysis of fundamental assumptions or beliefs – it is highly personal.

This assignment contains three components: 1) a Philosophy Statement of beliefs and 2) Justification and explanation of your beliefs, 3) Wordle reflection. First-person is appropriate.

First Component: Philosophy Statement of beliefs, 1 page, **single-spaced** statement.

The philosophy will only be effective if it is read, so keep it short. Most leaders are able to keep theirs to no more than two typewritten pages. A one-pager is even better. Some key ingredients should be:

- How do you define a leader?
    - Traits, Competencies/Skills, Behaviors, etc. you believe a leader should have.
- How do you define leadership?
    - What is the process like, what do you believe it should be?

Second Component: Justification and Explanation, 5-6 page **double spaced** paper (1 inch margins, 12pt. font)

What environmental, organizational, or cultural experiences contribute to your understanding of leadership?

How does innovation fit into leadership?

Although there is no wrong answer – please continually ask yourself "why?" – why you might hold the beliefs you do and the impact they have made on your leadership philosophy. Use personal stories or examples to defend how you came to your current leadership philosophy.

### Discussion Posts:

These are reflections based on the application of 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<br>May 9 - 15 | Syllabus & Course Expectations<br>Collegiate Writing | |
| 2<br>May 16 - 22 | Values | |
| 3<br>May 23 – May 29 | Change Theory | Reflection 1 – May 29 |
| 4<br>May 31 – June 5 | Diffusion of Innovation | Quiz 1 – June 5 |
| 5<br>June 6 - 12 | Clifton Strengths | |
| 6<br>June 13 -19 | Funding Innovation & Motivation | Reflection 2 – June 19 |
| *SUMMER BREAK – June 20 - 26* | | |
| 7<br>June 27 – July 3 | Dark Side of Innovation<br>Leadership Ethics | Philosophy Statement Draft – July 3 |
| 8<br>July 5 – July 10 | Feedback<br>Conflict Management | Quiz 2 – July 10 |
| 9<br>July 11 - 17 | Generations | Philosophy Statement Draft Peer Reviews – July 17 |
| 10<br>July 18 -24 | Adaptive Leadership | Reflection 3 – July 24 |
| 11<br>July 25 - 31 | Critical Thinking<br>Decision Making – Teamwork | Final Philosophy Statement – July 31 |
| 12<br>August 1 - 5 | Resilience | Quiz 3 – August 4 |

## Point Breakdown

| Assignment | Due Date | Possible Points | Points Earned |
|---|---|---|---|
| Reflection 1 | 5/29 | 40 | |
| Quiz 1 | 6/5 | 60 | |
| Reflection 2 | 6/19 | 40 | |
| Philosophy Statement Draft | 7/3 | 0 | |
| Quiz 2 | 7/10 | 60 | |
| Philosophy Statement Peer Review | 7/17 | 25 | |
| Reflection 3 | 7/24 | 40 | |
| Final Philosophy Statement | 7/31 | 100 | |

| Assignment | Due Date | Possible Points | Points Earned |
|---|---|---|---|
| Quiz 3 | 8/4 | 60 | |
| Lab Participation | Throughout | 75 | |
| **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.

Please use professional email etiquette, as follows:
1) Please ONLY contact the instructor through her UF email at mstein17@ufl.edu. Canvas message will not be opened or responded to in a timely manner.
2) 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.
3) Please include your course number in the subject line.

4) Please keep correspondence professional. Start the email with a salutation such as, "Dear Mrs. Cantrell" or "Hello Mrs. Cantrell." Emails without this may not be answered. "Hey," "Hey Megan," or "Cantrell," are not professional nor acceptable.
5) The Teaching Assistants are comfortable going by their first names. Please ensure to use a salutation such as, "Hello Amy" in those correspondences as well.
6) Please expect responses from the instructor team to emails and inquiries within 24 business hours (8AM – 5PM, Monday through Fridays, excluding holidays).
7) Include a closing such as "Thanks" or "Sincerely." Be sure to include your full name.

**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.

**In-Class Recording:** Students are allowed to record video or audio of class lectures. However, the purposes for which these recordings may be used are strictly controlled. The only allowable purposes are (1) for personal educational use, (2) in connection with a complaint to the university, or (3) as evidence in, or in preparation for, a criminal or civil proceeding. All other purposes are prohibited. Specifically, students may not publish recorded lectures without the written consent of the instructor.

A "class lecture" is an educational presentation intended to inform or teach enrolled students about a particular subject, including any instructor-led discussions that form part of the presentation, and delivered by any instructor hired or appointed by the University, or by a guest instructor, as part of a University of Florida course. A class lecture does not include lab sessions, student presentations, clinical presentations such as patient history, academic exercises involving solely student participation, assessments (quizzes, tests, exams), field trips, private conversations between students in the class or between a student and the faculty or lecturer during a class session.

Publication without permission of the instructor is prohibited. To "publish" means to share, transmit, circulate, distribute, or provide access to a recording, regardless of format or medium, to another person (or persons), including but not limited to another student within the same class section. Additionally, a recording, or transcript of a recording, is considered published if it is posted on or uploaded to, in whole or in part, any media platform, including but not limited to social media, book, magazine, newspaper, leaflet, or third party note/tutoring services. A student who publishes a recording without written consent may be subject to a civil cause of action instituted by a person injured by the publication and/or discipline under UF Regulation 4.040 Student Honor Code and Student Conduct 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/.