

**Agricultural Leadership, Education and Communications (ALEC) 617-699, 700
(3 credit hours; 3 lecture hours)
Leadership Culture and Ethics
Summer 2018**



Description: Integration of organizational culture and ethical theories; implications and role of leaders in organizational culture and ethical situations; critical analysis of organizational culture and ethics in agricultural organizations. Students will gain an understanding of the role of culture in organizational success.

Professor: Dr. Jennifer Strong
234 AGLS
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Course Meeting Schedule: Online

The Texas A&M University eCampus System will be used to distribute course content, post grades, communicate course material or schedule changes, turn in assignments, and receive feedback on assignments. You are expected to check eCampus and email on a regular basis.

Learning Outcomes: Upon completion of the course, students will be able to:

- diagnose organizational culture.
- discuss the importance of culture in organizational success.
- identify the role of the leader in creating and implementing organizational culture.
- identify moral and ethical theories.
- apply moral and ethical leadership theories to ethical dilemmas.

Required Texts:

American Psychological Association. (2010). *Publication manual of the American Psychological Association* (6th ed.). Washington, DC: American Psychological Association.

Thiroux, J. P., & Krasemann, K. W. (2016). *Ethics: Theory and practice* (12th ed.). Upper Saddle River, NJ: Pearson Education.

Assigned readings via e-campus

Course Evaluation:

Assignment	Assignment Description	Points	Percentage
Culture and Ethics Application Papers	Case Study 1	100	16.7%
	Corporate Culture Analysis	150	25%
	Case Study 2	100	16.7%
	Vice President's In Basket	100	16.6%
Final	Create Your Own Company	150	25%

This course has been assigned three credit hours based upon the work represented by verifiable student achievement of institutionally established learning outcomes, direct faculty instruction, and academically engaged time (Federal Rule 75 FR 66832; see <https://www.gpo.gov/fdsys/pkg/FR-2010-10-29/pdf/2010-26531.pdf>).

COURSE GRADE:

Grades will be calculated based on points earned. There are a total of 600 points available. Grades will be assigned based on the following scale:

A: 600-537	B: 536-477	C: 476-417	D: 416-357	F: 356-0
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COURSE POLICIES:

Participation: You are expected to become an active member of the leadership community. You must engage in online discussions about the assigned readings.

Explanation of assignments will be made in lecture and on-line. Assignments are due at 5pm on the Tuesday of the due week. Late assignments are penalized 10% per day. **Assignments will not be accepted more than 2 weekdays after the due date.**

Attendance: "The University views class attendance as the responsibility of an individual student. Attendance (i.e., active participation) is essential to complete the course successfully. University rules related to excused and unexcused absences are located on-line at <http://student-rules.tamu.edu/rule07>."

Revisions to this syllabus may be made at the discretion of the instructor. **Changes in dates and topics will be announced in lecture or on e-campus.**

Course Schedule

Date	Topic	Readings/Assignments	Hours
Week 1	Intersection of organizational culture and ethics in leadership	Why Your Gut is More Ethical than Your Brain Article Mere Christianity Chapters	~ 3
	The concept of organizational culture Levels of culture	Rituals in Organizations Article Workspace that Move People Article	~ 2
Week 2	Culture typologies Deciphering culture	Cultural Typology Article Cultural Typology Chapter Deciphering Culture Chapter	~ 3
	Leader's role in beginning, embedding, & transmitting culture	The Contradictions that Drive Toyota's Success Article Leadership is a Conversation Article Google Leader Article Due: Case Study 1	~ 5
	Applying Organizational culture	Org culture in Sports Article Zappos Article HSN Culture Article	~ 2
Week 3	Organizational culture change	Why Transformation Efforts Fail Article Emotional Case for Change Article Changing Culture (HBR) Article	~ 3
	Morality	Ch 1 T&K Amoral Leadership Article	~ 2
	Consequentialist moral theories	Ch 2 T&K Environmental Ethics Article Due: Corporate Culture Analysis	~ 5
Week 4	Nonconsequentialist moral theories	Ch 3 T&K Business Ethics in Leadership Article	~ 3
	Virtue Ethics	Ch 4 T&K Emerging Paradoxes in Executive Leadership Article Org Virtue, Mission, and Leadership Article Due: Case Study 2	~ 5
Week 5	Absolutism & relativism	Ch 5 T&K Undiscussables Article	~ 2

Date	Topic	Readings/Assignments	Hours
Week 5	Moral leadership and culture	Defining the Socially Responsible Leader Article The Structure of Moral Leadership Article Due: Vice President's In-Basket	~ 3
	Shaping ethical contexts	Building Effective Ethical Small Groups Article Creating an Ethical Organizational Climate Article	~ 2
Last Day of Class		Due: Create Your Own Company	~ 5

Federal, state, and university rules require a minimum of 45-48 hours of instructional time for three credit hour online, hybrid, and face-to-face courses (University Rule 11.03.99.M1).

Americans with Disabilities Act (ADA) Policy Statement

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you believe you have a disability requiring an accommodation, please contact Disability Services, currently located in the Disability Services building at the Student Services at White Creek complex on west campus or call 979-845-1637. For additional information, visit <http://disability.tamu.edu>.

The Aggie Honor Code- "An Aggie does not lie, cheat, or steal or tolerate those who do."

According to the Texas A&M University Definitions of Academic Misconduct, plagiarism is the appropriation of another person's ideas, processes, results or words without giving appropriate credit (aggiehonor.tamu.edu) You should credit your use of anyone else's words, graphic images, or ideas using standard citation styles. All class material falls under this clause. If I should discover that you have failed to properly credit sources or have used a paper written by someone else, I will recommend that you receive an F* in this course. The Aggie Honor System Office processes for adjudication and appeals can be found at aggiehonor.tamu.edu.

APA Format

The Publication Manual for the American Psychological Association is the primary style guide for several disciplines and fields of study, including agricultural education. It provides systematic and consistent rules for grammar, punctuation, spelling, quoting, manuscript format, presentation of tabular or graphic data, citations within the text, and referencing. It should not hinder your personal writing style. Applying APA rules to your writing (a) helps writers to learn APA style requirements, (b) helps readers focus on the manuscript's content, and (c) suggests high-quality scholarly writing.

When preparing and submitting papers, manuscripts, and other assignments for this course, you will follow the APA rules. Adherence to these rules will be considered in the grading of all assignments.

The citation for the most current edition of the manual is as follows:

American Psychological Association. (2010). *Publication manual of the American Psychological Association* (6th ed.). Washington, DC: American Psychological Association.