



OLT 553-O1W Organizational Leadership

COURSE SYLLABUS: FALL 2025

INSTRUCTOR INFORMATION

Instructor: Afton Rumsey, PhD
Office Location: Virtual
Office Hours: Virtual daily (M-F) by appointment
University Email Address: afton.rumsey@tamcu.edu
Preferred Form of Communication: email
Communication Response Time: 24 hours (M-F), 48 hours weekends

COURSE INFORMATION

Textbook(s) Required: Theories of Leadership: Theory and Practice (9th ed) by Peter R. Northouse. Print ISBN: 9781544397566, 1544397569
Software Required: Internet, computer
Optional Texts and/or Materials: American Psychological Association. (2020). *Publishing manual of the American Psychological Association* (7th ed.). Washington, DC: Author.

Course Description

This course includes topics related to theories of leadership and their relevance to the work of workplace learning and performance as well as organizational effectiveness, changes, and improvement. The focus of the course is directed toward the individual and the organization. Through cases and self-analyses, students will learn about major approaches to developing organizational leadership and improve their own leadership practices.

Student Learning Outcomes

Develop and demonstrate an understanding of:

- Review major theories and principles of leadership, discuss strengths and weaknesses of examined leadership theories.
- Examine how the self compares in terms of strengths and needs for improvement against selected leadership theories and principles.
- Examine the issue of credibility as the foundation of leadership.
- Understand that finding voice is the necessary first step in becoming exemplary leaders.

The syllabus/schedule are subject to change.

- Explain how leaders serve as role models by their deeds and not just their words.
- Identify how leaders must envision the future and effectively communicate with those with whom they work.
- Analyze the methods effective leaders use to communicate their agenda in a positive and expressive way.
- Identify that the meaningfulness of the challenge is the real motivator for innovation rather than the material rewards of success.
- Explore how leaders foster collaboration and build effective teams.
- Describe how leaders create a climate in which it is possible for others to do their best.
- Describe the way in which leaders sustain the commitment to achieve the extraordinary by recognizing the individual, building social support, and celebrating team successes.

COURSE REQUIREMENTS

Minimal Technical Skills Needed

This is a fully online course. Assignments will be delivered via D2L Learning/Course Management System. Knowledge of the substantive material covered in the course is of central importance. Grading will include consideration of content as well as grammar, spelling, organization, and explicit use of readings. A serious commitment to mastery of the content and contribution to everyone's learning is expected. An online course inherently requires students to be active, reflective, and contributive learners.

Instructional Methods

Assigned readings are noted within the module overview as well as on the course schedule. Required module readings will serve as a basis for online discussion. Late submissions, one week past the due date **WILL NOT** be accepted, and each day late will incur 10% score deduction. I do understand that sometimes there are circumstances outside one's control that may impact timely submission of assignments, such as jury duty, hospitalization, or death of a family member. In these instances, a student is expected to notify the instructor **BEFORE** the assignment deadline.

GRADING

- **Module Leadership Surveys (10 x 5 = 50 points):**
Each module has selected leadership surveys to complete at the beginning. Last two modules do not have surveys to complete (to give more time to finish the research paper).
- **Discussion Boards (6 at 20 points each = 120 points total):**
Each discussion thread topic will require a "post" and at least one "reply" to fellow classmate's posts.
Initial Post (80%): Module discussion is to verify your understanding of readings and applying learning to your own work. You will not be able to read other's post until you post your own work. Students will need to complete an initial "post" to each discussion board thread at least 3 days before the module end date (always Thursday during the week). Review "post" content for correct grammar and spelling.

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Replies (20%): The sharing of feedback with your classmates is expected to strengthen the application of module learning to your (dissertation) research. Review “reply” content for correct grammar and spelling. It is suggested that each reply consist of a minimum of four to five complete sentences.

- **Research Paper (50 points):**

The major paper/project for the class is a mini-interview research paper that will be a synthesis and application of organizational leadership content as it applies to organizational settings. More details can be found in the course shell.

American Psychological Association (APA) 6th edition formatting is required for all writing assignments.

Final grades in this course will be based on the following scale:

Grading *	Scoring scheme is subject to change
Sharing Experiences/Needs	10 points
Proposal	10 points
Class Discussion	120 points (20 x 6)
Research Application/Project	50 points
Interview Questions	10 points
Total	200 points (A > 90%, B > 80%, C > 70%)

*Please remember, no grade below a “B” may be applied to a doctoral degree.

Total points corresponding to the final letter grades

A = 151- 200 Points

B = 101- 150 Points

C = 51- 100 Points

D = 25 - 50 Points

F = 25 > Points

TECHNOLOGY REQUIREMENTS

LMS

All course sections offered by Texas A&M University-Commerce have a corresponding course shell in the myLeo Online Learning Management System (LMS). Below are technical requirements

LMS Requirements:

<https://community.brightspace.com/s/article/Brightspace-Platform-Requirements>

LMS Browser Support:

https://documentation.brightspace.com/EN/brightspace/requirements/all/browser_support.htm

Zoom Video Conferencing Tool

The syllabus/schedule are subject to change.

https://inside.tamuc.edu/campuslife/CampusServices/CITESupportCenter/Zoom_Account.aspx?source=universalmenu

ACCESS AND NAVIGATION

You will need your campus-wide ID (CWID) and password to log into the course. If you do not know your CWID or have forgotten your password, contact the Center for IT Excellence (CITE) at 903.468.6000 or helpdesk@tamuc.edu.

Note: Personal computer and internet connection problems do not excuse the requirement to complete all course work in a timely and satisfactory manner. Each student needs to have a backup method to deal with these inevitable problems. These methods might include the availability of a backup PC at home or work, the temporary use of a computer at a friend's home, the local library, office service companies, Starbucks, a TAMUC campus open computer lab, etc.

COMMUNICATION AND SUPPORT

If you have any questions or are having difficulties with the course material, please contact your Instructor.

Technical Support

If you are having technical difficulty with any part of Brightspace, please contact Brightspace Technical Support at 1-877-325-7778. Other support options can be found here:

<https://community.brightspace.com/support/s/contactsupport>

Interaction with Instructor Statement

COURSE AND UNIVERSITY PROCEDURES/POLICIES

Course Specific Procedures/Policies

Syllabus Change Policy

The syllabus is a guide. Circumstances and events, such as student progress, may make it necessary for the instructor to modify the syllabus during the semester. Any changes made to the syllabus will be announced in advance.

The syllabus/schedule are subject to change.

University Specific Procedures

Student Conduct

All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment. The Code of Student Conduct is described in detail in the Student Guidebook.

<https://inside.tamuc.edu/admissions/registrar/documents/studentGuidebook.pdf>.

Students should also consult the Rules of Netiquette for more information regarding how to interact with students in an online forum:

<https://www.britannica.com/topic/netiquette>

TAMUC Attendance

For more information about the attendance policy please visit the [Attendance](#) webpage and [Procedures 13.99.99.R0.01](#)

<http://www.tamuc.edu/admissions/registrar/generalInformation/attendance.aspx>

Academic Integrity

Students at Texas A&M University-Commerce are expected to maintain high standards of integrity and honesty in all of their scholastic work. For more details and the definition of academic dishonesty see the following procedures:

[Undergraduate Academic Dishonesty 13.99.99.R0.03](#)

[Undergraduate Student Academic Dishonesty Form](#)

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/documents/13.99.99.R0.03UndergraduateStudentAcademicDishonestyForm.pdf>

Graduate Students Academic Integrity Policy and Form

[Graduate Student Academic Dishonesty Form](#)

<https://inside.tamuc.edu/aboutus/policiesProceduresStandardsStatements/rulesProcedures/13students/graduate/13.99.99.R0.10.pdf>

Students with Disabilities-- ADA 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 have a disability requiring an accommodation, please contact:

Office of Student Disability Resources and Services

Texas A&M University-Commerce
Velma K. Waters Library Rm 162

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Phone (903) 886-5150 or (903) 886-5835
Fax (903) 468-8148
Email: studentdisabilityservices@tamuc.edu

Website: [Student Disability Services](#)

<https://www.tamuc.edu/student-disability-services/>

Nondiscrimination Notice

Texas A&M University-Commerce will comply in the classroom, and in online courses, with all federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

Campus Concealed Carry Statement

Texas Senate Bill - 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in Texas A&M University-Commerce buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so. Pursuant to Penal Code (PC) 46.035 and A&M-Commerce Rule 34.06.02.R1, license holders may not carry a concealed handgun in restricted locations.

For a list of locations, please refer to the [Carrying Concealed Handguns On Campus](#) document and/or consult your event organizer.

Web url:

<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf>

Pursuant to PC 46.035, the open carrying of handguns is prohibited on all A&M-Commerce campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.

A&M-Commerce Supports Students' Mental Health

The Counseling Center at A&M-Commerce, located in the Halladay Building, Room 203, offers counseling services, educational programming, and connection to community resources for students. Students have 24/7 access to the Counseling Center's crisis assessment services by calling 903-886-5145. For more information regarding Counseling Center events and confidential services, please visit www.tamuc.edu/counsel

Mental Health and Well-Being

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The university aims to provide students with essential knowledge and tools to understand and support mental health. As part of our commitment to your well-being, we offer access to Telus Health, a service available 24/7/365 via chat, phone, or webinar. Scan the QR code to download the app and explore the resources available to you for guidance and support whenever you need it.



AI use policy

Texas A&M University-Commerce acknowledges that there are legitimate uses of Artificial Intelligence, ChatBots, or other software that has the capacity to generate text, or suggest replacements for text beyond individual words, as determined by the instructor of the course.

Any use of such software must be documented. Any undocumented use of such software constitutes an instance of academic dishonesty (plagiarism).

Individual instructors may disallow entirely the use of such software for individual assignments or for the entire course. Students should be aware of such requirements and follow their instructors' guidelines. If no instructions are provided the student should assume that the use of such software is disallowed.

In any case, students are fully responsible for the content of any assignment they submit, regardless of whether they used an AI, in any way. This specifically includes cases in which the AI plagiarized another text or misrepresented sources.

13.99.99.R0.03 Undergraduate Academic Dishonesty

13.99.99.R0.10 Graduate Student Academic Dishonesty