

## ALS 4937- CALS Leadership Institute Seminar 2

*Leadership in an Organizational & Global Context*

**Mondays + Wednesdays – 8:30-9:20am (Period 2)**

**MCCD 2025 (Collaboration Room)**

### Instructors

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### Graduate Assistant

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### DESCRIPTION/ORGANIZATION

This seminar course for students selected for the College of Agricultural and Life Sciences Leadership Institute provides an introduction to group and organizational leadership in local and global contexts.

### COURSE OBJECTIVES

- To define “leadership” in the context of groups and organizations
- To assess personal strengths and their impact in group leadership contexts
- To assess group and organizational culture influences and structures
- To demonstrate application of course content to personal leadership situations

### TEXT AND REQUIRED SUPPLIES

- Needed supplies will be provided or appropriate notification given

### COURSE POLICIES

Attendance policy: Attendance is expected as part of your commitment to the CALS Leadership Institute Program. Students who miss class for any reason assume complete responsibility for all information missed. **Absence is not an excuse for ignorance!** Further, absence is not an excuse for not submitting assignments on time. *If you are going to miss class for any reason, it is a great idea to email the instructor!* Attendance is a factor in your overall Engagement grade for the class.

Late or missed assignments: For all assignments not received by the instructor on the specified date (as noted on the syllabus or in class), points will be deducted from the student’s total score for each day past the assignment due date. Assignments submitted later than one week past the due date will receive a zero. For missed assignments without student-initiated communication to the instructor, the assignment will receive a grade of zero. Exceptions may be made in cases of demonstrated, appropriate, and verifiable emergencies or tragedies or where the student has **prior** approval from or communicated in a timely manner with the instructor.

Technology: Cell phones should be turned to silent for the duration of the class period. If you are expecting a call during class that you must take, please notify the instructor prior to class and sit near the exit with your phone on vibrate to take the call in the hallway.

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

Cultural Accommodation: While I do my best to be cognizant of religious and cultural observations when creating our course syllabus, I may not always hit the mark. As you look through the course syllabus, if you have a religious or cultural observance conflict, contact me at the beginning of the semester and we will make appropriate arrangements.

Safe Space & Mutual Respect: My classroom and my office are safe spaces. What that means for you, as a student, is that while in class or in my office you have the right to express yourself freely and openly (and appropriately), and have me, your TA and your classmates respect your expression. In these safe spaces, mutual respect is expected; this means that both parties have respect for one another (note: this does not mean we always agree). In order to foster this environment conducive of learning and growth experiences, please join me in treating your classmates with respect.

Academic Honesty, Software Use, Campus Helping Resources, Services for Students with Disabilities:

Academic Honesty: In 1995 the UF student body enacted an [honor code](#) and voluntarily committed itself to the highest standards of honesty and integrity. When students enroll at the university, they commit themselves to the standard drafted and enacted by students.

The Honor 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.**

On all work submitted for credit by students at the university, the following pledge is either required or

implied: **"On my honor, I have neither given nor received unauthorized aid in doing this assignment."** Students should report any condition that facilitates dishonesty to the instructor, department chair, college dean, Student Honor Council, or Student Conduct and Conflict Resolution in the Dean of Students Office.

(Source: 2019 *The Orange Book*, UF Regulation 4.040, p. 12)

It is assumed all work will be completed independently unless the assignment is defined as a group project in writing by the instructor.

**Plagiarism:** A Student must not represent as the Student's own work all or any portion of the work of another. Plagiarism includes but is not limited to:

- Stealing, misquoting, insufficiently paraphrasing, or patch-writing.
- Self-plagiarism, which is the reuse of the Student's own submitted work, or the simultaneous submission of the Student's own work, without the full and clear acknowledgment and permission of the Faculty to whom it is submitted.
- Submitting materials from any source without proper attribution.
- Submitting a document, assignment, or material that, in whole or in part, is identical or substantially identical to a document or assignment the Student did not author.

(Source: 2019 *The Orange Book*, UF Regulation 4.040, p. 13)

**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.

#### Campus Helping Resources:

##### *Health and Wellness*

- *U Matter, We Care:* If you or someone you know is in distress, please contact [umatter@ufl.edu](mailto:umatter@ufl.edu), 352-392-1575, or visit [U Matter, We Care website](#) to refer or report a concern and a team member will reach out to the student in distress.
- *Counseling and Wellness Center:* [Visit the Counseling and Wellness Center website](#) or call 352-392-1575 for information on crisis services as well as non-crisis services.
- *Student Health Care Center:* Call 352-392-1161 for 24/7 information to help you find the care you need, or [visit the Student Health Care Center website](#).
- *University Police Department:* [Visit UF Police Department website](#) or call 352-392-1111 (or 9-1-1 for emergencies).
- *UF Health Shands Emergency Room / Trauma Center:* For immediate medical care call 352-733-0111 or go to the emergency room at 1515 SW Archer Road, Gainesville, FL 32608; [Visit the UF Health Emergency Room and Trauma Center website](#).

## Academic Resources

- *E-learning technical support*: Contact the [UF Computing Help Desk](#) at 352-392-4357 or via e-mail at [helpdesk@ufl.edu](mailto:helpdesk@ufl.edu).
- [Career Connections Center](#): Reitz Union Suite 1300, 352-392-1601. Career assistance and counseling services.
- [Library Support](#): Various ways to receive assistance with respect to using the libraries or finding resources.
- [Teaching Center](#): Broward Hall, 352-392-2010 or to make an appointment 352- 392-6420. General study skills and tutoring.
- [Writing Studio](#): 2215 Turlington Hall, 352-846-1138. Help brainstorming, formatting, and writing papers.
- *Student Complaints On-Campus*: [Visit the Student Honor Code and Student Conduct Code webpage for more information.](#)
- *On-Line Students Complaints*: [View the Distance Learning Student Complaint Process.](#)

Services for Students with Disabilities: 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.

0001 Reid Hall, 352-392-8565, [www.dso.ufl.edu/drc/](http://www.dso.ufl.edu/drc/)

Course Evaluations: 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/>.

**COURSE EVALUATION:**

Item	Points	Due Date(s)
Croatia Journal	50	August 27
Engagement	100	Ongoing
Group Dynamics Agreement	25	September 25
CALS LI, Inc. Needs Analysis Draft	25	October 9
Module Reflection Papers (5 @ 20 pts.) <i>Personal application of course content via prompts.</i>	100	Varies
CALS LI, Inc. Semester Project (Midterm Briefing)	50	October 18
CALS LI, Inc. Semester Project (Final Presentation)	100	December 4
CALS LI, Inc. Semester Project (Peer Feedback & Analysis)	25	December 6
Networking Connection Update	25	December 6

**COURSE GRADE:**

Grades will be calculated based on points earned. There are a total of 500 points available. Grades will be assigned based on the following scale:

A = 450 and above	
B = 449-400	D = 349-300
C = 399-350	E = 299 and below

Grades and Grade Points: For information on current UF policies for assigning grade points, see <https://catalog.ufl.edu/ugrad/current/regulations/info/grades.aspx>.

**COURSE SCHEDULE:**

This course will cover the CALS Leadership Institute Modules 6-10 through classroom activities and assessments, guest speakers, class discussion, etc. *This is a tentative schedule; changes to the topic, assignment due dates, etc. may be made via in-class announcement or email.*

Day	Date	Topic	Reminders
W	August 23	No Class - Croatia Journal Time	Croatia Journal Due 27 <sup>th</sup>
M	August 28	Semester Overview + Croatia Debrief	
W	August 30	Project Intro - CALS LI, Inc. Meeting* Facilitation & Feedback 101	
M	September 4	Labor Day – UF Closed	
W	September 6	Group & Organizational Development (M6)	
M	September 11	Group & Organizational Development (M6)	Organization identified
W	September 13	Group & Organizational Development (M6)	
M	September 18	CALS LI, Inc. Meeting*	M6 Reflection Due
W	September 20	CALS LI, Inc. Meeting*	
M	September 25	Project Planning & Management (M7)	Group Dynamics Agreement Due
W	September 27	Project Planning & Management (M7)	
M	October 2	Effective Communication (M8)	M7 Reflection Due
W	October 4	Effective Communication (M8)	Needs Analysis Draft
M	October 9	Effective Communication (M8)	
W	October 11	Conflict Management (M9)	M8 Reflection Due
M	October 16	Conflict Management (M9)	
W	October 18	Midterm Briefing (CALS LI, Inc.)	Midterm Briefing
M	October 23	CALS LI, Inc. Meeting*	
W	October 25	Conflict Management (M9)	
M	October 30	Conflict Management (M9)	
W	November 1	Motivating People (M10)	M9 Reflection Due
M	November 6	Motivating People (M10)	
W	November 8	CALS LI, Inc. Meeting*	
M	November 13	Motivating People (M10)	
W	November 15	Motivating People (M10)	
M	November 20	CALS LI, Inc. Meeting*	M10 Reflection Due
W	November 22	Happy Thanksgiving! - UF No Classes	
M	November 27	CALS LI, Inc. Meeting*	
W	November 29	Facilitation & Feedback Follow-Up	Final Presentation
M	December 4	CALS LI, Inc. Final Presentation	
W	December 6	Semester wrap-up	Peer Feedback & Analysis + Networking Connection Update

\* CALS LI, Inc. Meetings are structured time for accomplishing the course objectives connected to the group project assignment. These class times are to be treated as any other day; engagement in the group project is a critical component of this class experience.

