

DEPARTMENT: Educational Studies, Leadership and Counseling

COURSE PREFIX: ADM **COURSE NUMBER:** 810

CREDIT HOURS: 3

I. TITLE: Leadership and Ethics in a Diverse Society

II. COURSE DESCRIPTION AND PREREQUISITE(S):

The moral and ethical dimensions of leadership and diversity are the focus of this course. This course is designed to prepare educational leaders to meet the challenges of diversity and rapid societal change within P-20 organizations and learning communities. Techniques, tools and strategies that support ethical leadership and decision-making in the context of P-20 organizations will be examined.

Prerequisite(s): None

III. COURSE OBJECTIVES:

As a result of participation in this course, the student will be able to

- A. develop appropriate knowledge, competencies, and attitudes that are essential for educational leaders as they face complex moral and ethical concerns and decisions;
- B. identify individual assumptions and biases in regards to issues surrounding diversity, power, and privilege;
- C. utilize strategies to design and promote inclusive learning environments in which diversity is valued;
- D. evaluate the process of ethical decision-making and problem-solving from the position of an educational leader;
- E. demonstrate the ability to comprehend and apply professional ethics codes, which are relevant to the profession, to the workplace and various organizational settings;
- F. practice leadership behaviors that guide and support culturally diverse and ethically responsible organizations;
- G. recognize the impact of ethics and diversity in policy development, institutional protocol, and administrative practices;
- H. demonstrate individual cultural proficiency and cross cultural leadership competencies, which are designed to enhance relationships with students, faculty/staff, community members, and educational stakeholders; and
- I. advocate and promote excellence in P-20 educational settings through the application of theory and research in leadership and ethics.

IV. CONTENT OUTLINE:

- A. The role of ethics and diversity in the life of today's educational leader
- B. Theories related to moral and ethical leadership
- C. Ethical standards and strategies
- D. Developing ethical organizations
- E. Creating systems of accountability, integrity, and responsibility
- F. Ethical implication on institutional policy and protocol
- G. Ethics and a diverse society
- H. Equity, diversity, and democracy in P-20 education
- I. Cultural proficiency and cross cultural leadership
- J. Ethics for the common good: Spanning the P-20

V. INSTRUCTIONAL ACTIVITIES:

- A. Classroom lecture and discussions
- B. Engaged online discussion via Blackboard

- C. Small group activities and discussions
- D. Problem-based research projects
- E. Reading contemporary articles
- F. Reflective journaling

Your initiative should include the following:

- Justification of the leadership and ethics initiative
- Integration into existing organizational policies and protocols (mission, employee training and development, diversity practices, etc.)
- How the initiative will be launched and promoted within the organization
- How the initiative will be funded
- Recommendations and strategies for implementation of initiatives

VI. FIELD, CLINICAL, AND/OR LABORATORY EXPERIENCES:

None

VII. TEXT(S) AND RESOURCES:

Kouzes, J., & Posner, B. (2011). *Credibility: How leaders gain it and lose it and why people demand it*. San Francisco, CA: Jossey-Bass.

Cooper, D. (2004). *Ethics for professionals in a multicultural world*. Upper Saddle River, NJ: Pearson.

VIII. EVALUATION AND GRADING PROCEDURES:

Evaluation and grade will be determined by assignments, tests, and projects based on text, supplementary readings in professional journals, lectures, presentations, group activities, and class discussion.

Signature Assignment: After completing an in-depth literature review of contemporary organizational leadership and ethical practices, design a comprehensive initiative aimed at creating a culture of leadership and ethics in an educational organization of your choice. Assess current policies, protocols, and practices and provide recommendations/strategies for enhancing organizational culture in relation to leadership and ethics. Student research findings and comprehensive initiatives will be shared in a written report and a presentation to the class.

IX. ATTENDANCE POLICY:

Students are expected to adhere to the MSU Attendance Policy outlined in the current MSU *Bulletin*.

X. ACADEMIC HONESTY POLICY:

Murray State University takes seriously its moral and educational obligation to maintain high standards of academic honesty and ethical behavior. Instructors are expected to evaluate students' academic achievements accurately, as well as ascertain that work submitted by students is authentic and the result of their own efforts, and consistent with established academic standards. Students are obligated to respect and abide by the basic standards of personal and professional integrity.

Violations of Academic Honesty include:

Cheating - Intentionally using or attempting to use unauthorized information such as books, notes, study aids, or other electronic, online, or digital devices in any academic exercise; as well as unauthorized communication of information by any means to or from others during any academic exercise.

Fabrication and Falsification - Intentional alteration or invention of any information or citation in an academic exercise. Falsification involves changing information whereas fabrication involves inventing or counterfeiting information.

Multiple Submission - The submission of substantial portions of the same academic work, including oral reports, for credit more than once without authorization from the instructor.

Plagiarism - Intentionally or knowingly representing the words, ideas, creative work, or data of someone else as one's own in any academic exercise, without due and proper acknowledgement.

Instructors should outline their expectations that may go beyond the scope of this policy at the beginning of each course and identify such expectations and restrictions in the course syllabus. When an instructor receives evidence, either directly or indirectly, of academic dishonesty, he or she should investigate the instance. The faculty member should then take appropriate disciplinary action.

Disciplinary action may include, but is not limited to the following:

- 1) Requiring the student(s) to repeat the exercise or do additional related exercise(s).
- 2) Lowering the grade or failing the student(s) on the particular exercise(s) involved.
- 3) Lowering the grade or failing the student(s) in the course.

If the disciplinary action results in the awarding of a grade of E in the course, the student(s) may not drop the course.

Faculty reserve the right to invalidate any exercise or other evaluative measures if substantial evidence exists that the integrity of the exercise has been compromised. Faculty also reserve the right to document in the course syllabi further academic honesty policy elements related to the individual disciplines.

A student may appeal the decision of the faculty member with the department chair in writing within five working days. Note: If, at any point in this process, the student alleges that actions have taken place that may be in violation of the Murray State University Non-Discrimination Statement, this process must be suspended and the matter be directed to the Office of Equal Opportunity. Any appeal will be forwarded to the appropriate university committee as determined by the Provost.

XI. NON-DISCRIMINATION POLICY STATEMENT:

Murray State University endorses the intent of all federal and state laws created to prohibit discrimination. Murray State University does not discriminate on the basis of race, color, national origin, gender, sexual orientation, religion, age, veteran status, or disability in employment, admissions, or the provision of services and provides, upon request, reasonable accommodation including auxiliary aids and services necessary to afford individuals with disabilities equal access to participate in all programs and activities. For more information, contact the Director of Equal Opportunity, 103 Wells Hall, (270) 809-3155 (voice), (270) 809-3361 (TDD).