

WST 3371
Women, Leadership, and Diversity in the Global Environment
Spring 2025
Canvas Online

INSTRUCTOR INFORMATION

Instructor: Dr. Joanna Neville (she/her)

Office hours: Mondays, Wednesdays from 10:35am to 11:35am via Zoom or by appointment if needed. See link in Canvas.

Email: jneville@ufl.edu or Canvas mail tool

Phone: 352 273 0390

Graduate Teaching Assistant: Kay Yehezkely

Email: kyehezkeley@ufl.edu

Office Hours: TBD

Office location and Zoom link for instructor (and parallel info for TA) are provided on the course Canvas page.

Note: For questions about the class, course content, or other personal issues, use the Canvas mail tool. Expect a response within 24 hours. To resolve technical issues, please visit the helpdesk website (<https://it.ufl.edu/helpdesk/>) or call 352-392-4357).

COURSE GOALS AND OBJECTIVES

The goal of this course is to examine leadership concepts in general, and for women in particular. Covers leadership strategies in a historical framework, leadership dilemmas in various industries (locally and globally), and experiential and case-study based leadership.

NOTE: This course covers a variety of ideas and views about the topics of focus, taught as objects of analysis within the larger course of instruction. Emphasis is on critical thinking, examination of evidence, and evaluation of arguments. No lesson is intended to compel a particular feeling or belief. Endorsing or agreeing with a particular view is not expected or required.

Prerequisites: Sophomore standing or instructor permission.

COURSE MATERIALS

Required textbooks: A course pack is required, and it is available for purchase through the author's website, which can be found on the Canvas course page.

Additional materials will be available through the following means: Required readings are listed in the course calendar and individual modules and available through the course Canvas page(s) and in course reserves.

Materials or Supplies Fees: None

STUDENT LEARNING OUTCOMES

A student who successfully completes this course will be able to:

- Analyze and use key terms and concepts in leadership theory.
- Gain awareness of the value of leadership in knowledge-based economies.
- Connect knowledge about leadership theory to different workplace contexts, industries, and global contexts.
- Use leadership theory and analysis of gender to articulate key areas for professional development.

ASSESSMENT AND GRADES

Requirements for make-up exams, assignments, and other work in this course are consistent with university policies that can be found in the [Catalog](#).

Graded Course Activities

Note: Additional assignment details are provided on the course Canvas page.

Module Quizzes = 50 points

There is an orientation quiz and four Module Quizzes. The quizzes cover all assigned readings for the module as well as the Online Course Content.

Professional Development Activities = 75 points

There are three Professional Development Activities throughout the course. Each 1/3 of the course will include an assignment that involves analyzing theoretical and scholarly concepts and communicating how these concepts translate into professional applications.

Discussion Boards = 70 points

There will be an introduction discussion and eleven module discussions. For each module, students are required to participate in a discussion board within their small group, by submitting: At least one original substantive post, at least one response to posts, and Original posts are due prior to response posts to ensure that original posts are available in a timely manner for other group members' responses.

Play Posit Videos= 5 points

There are five PlayPosit lecture videos for the course. These videos are interactive and will help engage with the lecture..

Grading Scale and Policies

Insert Grade Scale and link to UF grading policy <https://catalog.ufl.edu/UGRD/academic-regulations/grades-grading-policies/>

Letter Grade	Points
A	200-185
A-	184-179

B+	178-173
B	172-165
B-	164-159
C+	158-153
C	152-145
C-	144-139
D+	138-133
D	132-125
D-	124-119
E	<119

COURSE CALENDAR

This calendar is subject to change for pedagogical or logistical reasons. To the extent possible, students will be notified in advance of any such changes.

The syllabus calendar provides an overview; course Canvas page and individual assignment pages include additional information for students registered in the course.

Date	Topic	Readings/Preparation	Work Due
Week One: January 13-17	Course Overview and What is Leadership?	Chapter One in Eagerly and Carli and Article	Discussion Post
Week Two: Jan 20-24	Examining Leadership	Article	Discussion Post and Perusall Discussion Post
Week Three: Jan 27-31	Sociological Perspectives of Leadership in U.S.	Chapter Three in Eagerly and Carli and Article	Discussion Post
Week Four: February 3-7	Leadership Styles	Chapter Eight	Quiz
Week Five: Feb 10-14	Professionalism and Teamwork	Course Pack Reading and Lectures	Course Pack Assignments
Week Six: Feb 17-21	Examining Perception and Representation	Chapter Seven in Eagerly and Carli	Discussion
Week Seven: Feb 24-28	Barriers to Leadership	Chapter Five in Eagerly and Carli and Article	Discussion Post and Mid Course Survey
Week Eight: March 3-7	Examining Legal Issues	Chapter One in Eagerly and Carli	Quiz

Date	Topic	Readings/Preparation	Work Due
Week Nine: March 10-14	Financial Management and Money	Course Packet	Course Packet Assignments
Week Ten: March 17-21: Spring Break	SPRING BREAK	NONE	NONE
Week Eleven: March 24-28	Sector-Based Analysis: STEM	Article(s)	Perusall Discussion Post
Week Twelve: March 31-April 4	Examining Authenticity	Article(s)	Discussion Post
Week Thirteen: April 7-11	C-Suite in U.S. and Abroad	Article(s)	Discussion Post and Quiz
Week Fourteen: April 14-18	Work-Life Balance	Article(s)	Discussion Post
Week Fifteen: April 21-23 (Reading Days April 24-25)	Moving Forward	Article(s)	Discussion Post and Quiz Due April 23
Finals Week April 28-May 2	Finding Your Purpose	Course Packet	Course Packet Assignments Due April 30 th

UNIVERSITY POLICIES AND RESOURCES

Attendance and make-ups

Describe class policies and include the following statement:

Requirements for class attendance and make-up exams, assignments, and other work in this course are consistent with university policies:

<https://catalog.ufl.edu/ugrad/current/regulations/info/attendance.aspx>.

Accommodations

Students with disabilities who experience learning barriers and would like to request academic accommodations should connect with the Disability Resource Center by visiting <https://disability.ufl.edu/students/get-started/>. It is important for students to share their accommodation letter with their instructor and discuss their access needs, as early as possible in the semester.

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.ua.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.ua.ufl.edu/public-results/>

ADDITIONAL POLICIES AND RESOURCES

University Honesty Policy

University of Florida students are bound by the Honor Pledge. On all work submitted for credit by a student, the following pledge is required or implied: "On my honor, I have neither given nor received unauthorized aid in doing this assignment." The Student Honor Code and Conduct Code (Regulation 4.040) specifies a number of behaviors that are in violation of this code, as well as the process for reported allegations and sanctions that may be implemented. All potential violations of the code will be reported to Student Conduct and Conflict Resolution. If a student is found responsible for an Honor Code violation in this course, the instructor will enter a Grade Adjustment sanction which may be up to or including failure of the course. For additional information, see <https://sccr.dso.ufl.edu/policies/student-honor-code-student-conduct-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 guest 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.

Procedure for conflict resolution

Any classroom issues, disagreements or grade disputes should be discussed first between the instructor and the student. If the problem cannot be resolved, please contact the Undergraduate Coordinator (Dr. Joanna Neville: jneville@ufl.edu) or the Graduate Coordinator (Dr. Kendal Broad: klbroad@ufl.edu) for undergraduate and graduate courses, respectively. Be prepared to provide documentation of the problem,

as well as all graded materials for the semester. Issues that cannot be resolved departmentally will be referred to the University Ombuds Office (<http://www.ombuds.ufl.edu>; 352-392-1308) or the Dean of Students Office (<http://www.dso.ufl.edu>; 352-392-1261).

For a list of additional campus resources, see section C 5 here:

https://syllabus.ufl.edu/media/syllabusufledu/syllabi_policy_09_09_2022.pdf

Health and Wellness

- U Matter, We Care: umatter@ufl.edu; 352-392-1575.
- Counseling and Wellness Center: <http://www.counseling.ufl.edu>; 352-392-1575.
- Sexual Assault Recovery Services (SARS): Student Health Care Center; 352-392-1161.
- University Police Department: <http://www.police.ufl.edu/>; 352-392-1111 (911 for emergencies).

Academic Resources

- E-learning technical support: learning-support@ufl.edu; <https://elearning.ufl.edu>; 352-392-4357.
- Career Connections Center: Reitz Union; <http://www.career.ufl.edu/>; 352-392-1601.
- Library Support: <http://cms.uflib.ufl.edu/ask>.
- Academic Resources: 1317 Turlington Hall; 352-392-2010; <https://academicresources.clas.ufl.edu>.
- Writing Studio: 2215 Turlington Hall; <http://writing.ufl.edu/writing-studio/>.

Office of Victim Services 1515 Museum Road, (352) 392-5648 (Monday – Friday, 8:00 a.m. – 5:00 p.m.) (352) 392-1111 (after business hours and on weekends)

Alachua County Victim Services & Rape Crisis Center 352-264-6760 Monday-Friday, 8:30AM - 5PM, some services available 24/7

Peaceful Paths Domestic Abuse Network 352-377-8255 (24-hour helpline)