I. IDENTIFYING INFORMATION

Course: MSA 501
Course Title: Managing Change with Emotional Intelligence
EPN: 22247290
Term: Spring II
Location: Dearborn Center
Course Days and Times: Fri 6:00PM-10:00PM; Sat 8:00AM-5:00PM;

Prerequisites: LDR 200 and 86 semester hours completed; or Graduate Standing.

Blackboard:
Blackboard is a web-based learning management system licensed by CMU. Within Blackboard, a course website, also known as a shell, is automatically created for every CMU course. Face-to-face courses may or may not incorporate Blackboard, whereas Blackboard course shells are always used for online courses and will be available to you prior to the course start date. Seeing the course shell listed in Blackboard with unavailable adjacent to its title is an indication that your instructor has not made it available and is in no way indicative of registration status. To access Blackboard, open a web browser and enter https://blackboard.cmich.edu/webapps/login/. After the site loads, enter your CMU Global ID and password in the respective spaces provided. Click the "login" button to enter Blackboard and then the link to the appropriate course to enter the course's Blackboard shell. If you need assistance, contact the IT Helpdesk at 989-774-3662 / 800-950-1144 x. 3662. Self-guided student tutorial resources are also available at https://blackboard.cmich.edu/webapps/login/.

Instructor: Rogenia Goza
Primary Phone Number: (313) 318-8030; (313) 865-6532
Secondary Phone Number: N/A
E-Mail Address: goza1r@cmich.edu
Availability: Available by appointment

Academic Biography:


Author: Managing change through goal setting NICE Journal of the Center for Interinstitutional Studies in Education Sciences, Sao Paulo Brazil (2001).

Co-founder: "Choosing Happiness" (2013), an organization created to enhance social interactions and positive personal growth.

II. TEXTBOOKS AND INSTRUCTIONAL MATERIALS

Order books from MBS at http://bookstore.mbsdirect.net/cmu.htm

Textbooks and Course Materials:
Title: Primal Leadership Learning to Lead with Emotional Intelligence
III. COURSE DESCRIPTION

An examination of organizational leadership utilizing emotional intelligence as a foundation for managing change.

IV. COURSE GOALS AND OBJECTIVES

Upon the examination of the origins, present status, and future directions of emotional intelligence as a leadership function, the student will demonstrate the ability to:

1. Research and analyze the history and domains of emotional intelligence to include emotional intelligence objectives.
2. Research and analyze the forces which shape various models for emotional intelligence.
3. Research, analyze and describe change management and leadership strategies.
4. Research, analyze and report examples of emotional intelligence competencies appropriate and necessary for leadership professionals.
5. Hypothesize the impact of a leader style on the organization’s strategic leadership through the use of case studies.
6. Research, analyze, synthesize and report on the emotional intelligence performance of one organization leader using a strategic decision-making process, integrating previous knowledge and skills from related core courses.
7. Examine, analyze, synthesize and report on the strengths and weaknesses of strategic leadership teams in organizations.

V. METHODOLOGY

Readings; Lectures; Presentations; Discussions; Etc.

VI. COURSE OUTLINE/ASSIGNMENTS

Pre-Class Assignment:

Review Course Syllabus - Bring a copy of the syllabus to class.

READ Chapters 1 - 3: Cherniss/Goleman prior to class.
Course Outline:

March 14, 2014 - Introduction of instructor and students; Review key elements of course syllabus; Cherniss/Goleman 1 - 3; Assign Initial Emotional Intelligence Assessment.

March 15, 2014 - Initial Emotional Intelligence Assessment Due; Cherniss/Goleman 5 - 6; Goleman/Boyatzis/McKee 1 - 3; Establish Group/Teams members for Group Presentation project, provide details/requirements for Group Project.

March 28, 2014 - Cherniss/Goleman 7 - 8; Goleman/Boyatzis/McKee 4 - 5; Assign Case Study - Undergraduate students; Assign Biography - Graduate students.

March 29, 2014 - Cherniss/Goleman 9 - 10; Provide assignment for Chapter 11 (Cherniss/Goleman); Goleman/Boyatzis/McKee 7, 8, & 10; Provide second Emotional Intelligence Assessment; Provide Take Home Final Exam - Part I; Provide groups network time for Group Presentation/Project.

April 11, 2014 - Goleman/Boyatzis/McKee 11; Case Study/Biography Due; Group Presentation/Project Due; Second Emotional Intelligence Assessment Due; Review of Final Exam Key Elements.

April 12, 2014 - Final Exam Parts I & II Due.

Assignment Due Dates:

Initial Emotional Intelligence Assessment: March 15, 2014
Group Presentation/Project: April 11, 2014
Case Study (Undergraduate students)/Biography (Graduate students): April 11, 2014
Cherniss/Goleman Chapter 11 Assignment: April 11, 2014
Second Emotional Intelligence Assessment: April 12, 2014
Part I & II Final Exam: April 12, 2014

Post-Class Assignment:
None.

Student Involvement Hours:
The estimated/recommended hours of involvement expected is about 3-5 hours per week.

VII. CRITERIA FOR EVALUATION

Evaluation Criteria:

Final Grade will be based on:
Class participation (this includes attendance): 10%
Assignments: 20%
Individual and/or Group presentation/project: 30%
Final Exam: 40%

The Final Exam will consist of multiple-choice; true/false; match to correct response; and short answer essay questions. Exam responses will be evaluated based on accuracy, precision and clarity.

Grading Scale:
Grading Scale as defined by MSA Department:

100 - 94: A
93 - 90: A-
89 - 87: B+
86 - 84: B
83 - 80: B-
79 - 77: C+
76 - 74: C
73 - 70: C-
69 - 67: D+
66 - 64: D
63 - 60: D-
59 - 00: E

**Note to Graduate Students:** There is No Grade of D in the graduate marking system. When a D grade is assigned to a graduate student, the Registrar Office will convert the grade to an E before recording it on the student's permanent record. Courses in which the student earns or has earned a grade below C do not count toward meeting any graduate degree requirement, they are not accepted following the completion of the baccalaureate degree for the removal of deficiencies. See the CMU Graduate Bulletin for details.

**Late Assignments:**
Late assignments will be penalized 10% of the assignment grade for each day the assignment is late. Late assignments may be submitted to the instructor via Email Attachment, HOWEVER receipt of a late assignment via Email is subject to verification of the attachment functioning.

**Make-ups and Rewrites:**
Make-ups and Re-writes require official documentation for a doctor or other authoritative source. Assuring appropriate conditions for the make-up are the responsibility of the student.

**VIII. EXPECTATIONS**

**Attendance and Participation:**


Class Hours: Monday 5:30 - 10:00 PM.

Cell phones, pages, and other classroom details: Please mute any cellular devices during class. If you have an emergency which requires you to respond to a call, please notify the instructor prior to class. You will be asked to leave the classroom for any disturbances.

Absolutely no one other than the instructor, students and special guests invited by the professor will be allowed into the classroom. If you have small children please plan appropriately for child care arrangements/plans. The building and classroom are strictly used for educational purposes.

**Academic Integrity:**

Because academic integrity is a cornerstone of the University's commitment to the principles of free inquiry, students are responsible for learning and upholding professional standards of research, writing, assessment, and ethics in their areas of
study. Written or other work which students submit must be the product of their own efforts and must be consistent with appropriate standards of professional ethics. Academic dishonesty, which includes cheating, plagiarism and other forms of dishonest or unethical behavior, is prohibited. A breakdown of behaviors that constitute academic dishonesty is presented in the CMU Bulletin (https://bulletins.cmich.edu).

**Student Rights and Responsibilities:**

Each member of the Central Michigan University community assumes an obligation regarding self conduct to act in a manner consistent with a respect for the rights of others and with the University's function as an educational institution. As guides for individual and group actions within this community, the University affirms the general principles of conduct described in the Code of Student Rights, Responsibilities and Disciplinary Procedures at https://www.cmich.edu/ess/studentaffairs/Pages/Code-of-Student-Rights.aspx.

**IX. SUPPORT SERVICES AND OTHER REQUIREMENTS**

**Global Campus Library Services (GCLS)**

CMU offers you a full suite of library services through its Global Campus Library Services (GCLS) department. Reference librarians will assist you in using research tools and locating information related to your research topic. The library's Documents on Demand office will help you obtain copies of the books and journal articles you need. Check out the GCLS website at http://gcls.cmich.edu for more information.

**Reference librarian contact information:**

1. By phone: (800) 544-1452.
2. By email: oclsref@cmich.edu
3. By online form: http://www.cmich.edu/library/gcls/Pages/Ask-a-Librarian-Request-Form.aspx

**Documents on Demand office contact information:**

1. By phone: (800) 274-3838
2. By email: docreq@cmich.edu
3. By fax: (877) 329-6257
4. By online form: http://www.cmich.edu/library/gcls/Pages/Documents-on-Demand.aspx

**Writing Center**

The CMU Writing Center is a free online service for all CMU students, providing help with grammar, citations, bibliographies, drafts, and editing of academic papers. Suggestions and feedback are typically provided within two business days. For additional information and to submit work, visit http://webs.cmich.edu/writingcenter/

**Mathematics Assistance Center**

The CMU Mathematics Assistance Center provides free tutoring in mathematics and statistics to students enrolled in select courses. Tutoring is available online and via telephone. To see what courses qualify and to register with the Math Assistance Center, visit http://global.cmich.edu/mathcenter/tutoring-request.aspx.

**ADA**

CMU provides individuals with disabilities reasonable accommodations to participate in educational programs, activities and services. Students with disabilities requiring accommodations to participate in class activities or meet course requirements should contact Susie Rood, Director of Student Disability Services at (800) 950-1144, extension 3018 or email her at sds@cmich.edu, at least 4 weeks prior to registering for class. Students may find additional ADA information and forms at https://www.cmich.edu/ess/studentaffairs/SDS/Pages/default.aspx.

Note to faculty: CMU Administration will notify you if applicable; otherwise, the student will provide a "Notification Letter to the Instructor" outlining the accommodations the student is approved to receive.
BIBLIOGRAPHY:


Center Information

Central Michigan University
Dearborn Center
15041 Commerce Drive South
Suite 411
Dearborn, MI 48120

Phone: (313) 441-5300 or (313) 441-5301
Fax: (313) 441-5304

Email: Dearborn.Center@cmich.edu

Office Hours:
Monday-Friday 9 a.m. – 6 p.m.
Extended Hours: Tuesday - 9 a.m. - 7 p.m.

* Please contact the center before visiting during extended hours*

Please note: Students may not bring their children to class or to the Center.