

2004-2006 Graduate Calendar

The information published in this Graduate Calendar outlines the rules, regulations, curricula, programs and fees for the 2004-2006 academic years, including the Summer Semester 2005, the Fall Semester 2005 and the Winter Semester 2006.

For your convenience the Graduate Calendar is available in PDF format.

If you wish to link to the Graduate Calendar please refer to the Linking Guidelines.

The University is a full member of:

- The Association of Universities and Colleges of Canada

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Disclaimer

The Office of Graduate Program Services has attempted to ensure the accuracy of this on-line Graduate Calendar. However, the publication of information in this document does not bind the university to the provision of courses, programs, schedules of studies, fees, or facilities as listed herein.

Limitations

The University of Guelph reserves the right to change without notice any information contained in this calendar, including any rule or regulation pertaining to the standards for admission to, the requirements for the continuation of study in, and the requirements for the granting of degrees or diplomas in any or all of its programs.

The university will not be liable for any interruption in, or cancellation of, any academic activities as set forth in this calendar and related information where such interruption is caused by fire, strike, lock-out, inability to procure materials or trades, restrictive laws or governmental regulations, actions taken by the faculty, staff or students of the university or by others, civil unrest or disobedience, or any other cause of any kind beyond the reasonable control of the university.

The University of Guelph reaffirms section 1 of the Ontario Human Rights Code, 1981, which prohibits discrimination on the grounds of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, handicap, age, marital status or family status.

The university encourages applications from women, aboriginal peoples, visible minorities, persons with disabilities, and members of other under-represented groups.

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Leadership

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MA Leadership

The MA (Leadership) focuses on the challenges facing leaders in the public, private and not-for-profit sectors, with an emphasis on the interaction between, and interdependency of, these spheres. Successful completion of the MA (Leadership) degree involves a comprehensive program of theoretical study backed by significant practical experience and analysis. Participants will also undertake a formal self-assessment process to gain insight into their own strengths and weaknesses and their ultimate leadership potential.

As a full cost recovery program, the MA (Leadership) is designed to enable mid-career professionals to complete a graduate degree without interrupting their careers. Web-based distance courses are combined with three one-week residency programs and the completion of a major research project.

Admission Requirements

Admission as a student is granted, on recommendation of the Faculty of Management, to:

- i. The holder of an honours baccalaureate or its equivalent (from a recognized university or college) with an average standing of at least a "B" in the last four semesters or the last two undergraduate years (full-time or equivalent). Normally, at least five years of work experience involving leadership opportunity is required.
- ii. The holder of: - a general degree and/or; - a community college diploma and/or; - an acceptable professional designation, having completed at least seven years of work experience involving leadership opportunity.

Meeting the minimum criteria for admission does not guarantee acceptance into the program. Limitations of funds, space, facilities or personnel may make it necessary for the University, at its discretion, to refuse admission to an otherwise qualified applicant.

Applicants for the program must have confirmed access to appropriate computer hardware and software. The computer equipment to be used by participants must have adequate peripherals to support the learning system, including CD-ROM capability and a sound card. For information pertaining to computer equipment and software requirements contact the Faculty of Management Office of Graduate Programs. Participants are solely responsible to arrange for the purchase and maintenance of the recommended computer system and software.

Degree Requirements

On average participants allot 20 to 25 hours per week to study and participate in the program. This is an approximate number of hours and may vary depending on personal learning style. Participants normally complete the MA (Leadership) in 25 months. Normally, course modules are eight weeks in length and are completed in a pre-determined sequence, but some variations exist. Participants must complete the program within four years of commencement.

The MA (Leadership) involves a challenging combination of course work and a research-based project. Six web-based courses (3.0 credits) and two residency courses (1.0 credit) must be completed, followed by the major research project (1.0 credit). Faculty and senior executives at the participant's workplace often jointly supervise the research project. The project requires a literature review, data collection, data analysis, and culminates in a major paper that is presented to faculty and other program participants.

Courses

LEAD*6000 Foundations of Leadership S [0.50]

The course will enhance participants' interpersonal competency, as well as their knowledge and understanding of the theory and research underlying the impact of team management and collaboration on the organization.

LEAD*6100 Theories of Leadership F [0.50]

This course traces the development of the concept of leadership. Through the interplay of theory and practical application, participants will gain a deeper appreciation for the requirements, responsibilities, and consequences of effective leadership.

LEAD*6200 Leadership of Organizational Change F [0.50]

This course studies the role of leadership in the management of change within an organization and the changes required of management. The course examines the development of trust, the building of organizational loyalty, and motivation and inspiring of high performance teams.

LEAD*6300 Role of the Leader in Decision-Making W [0.50]

The role of the leader in decision-making is explored through the study of the rational model for decision-making, human biases, creativity, and risk and uncertainty in decision-making. The course will also examine ethical issues and group decision-making.

LEAD*6400 Research Methods for Decision-Making W [0.50]

The course will explore both quantitative and qualitative techniques used in the analysis of research results from a variety of sources (surveys, government statistics, in-depth interview, focus groups and program evaluation results). Case studies will be used to demonstrate the application of multiple research methods.

LEAD*6500 Ethics in Leadership F [0.50]

Issues in the use and application of ethical standards by leaders are explored through examples from history, current events, novels, films and television. Relevant theory is applied to leadership examples to help students develop an ethical framework for the exercise of leadership skills.

LEAD*6720 Politics of Organizations F [0.50]

This elective course reviews a variety of theories and models that help to explain the behavioural underpinnings that influence and shape management and leadership processes within organizations. Examples from history and current events are explored to illustrate theory.

LEAD*6800 Personal Skill Self-Assessment S [0.50]

Using the "Basis of Competence" model, this course examines personal skills in four areas: Managing Self, Communicating, Managing People and Tasks, and Mobilizing Innovation and Change. The skills required to make smooth transitions from one job to another in a dynamic workplace will be explored.

LEAD*6900 Major Research Project W-S [1.00]

This course involves a directed research project leading to a referenced, professional report on a leadership problem or issue. Completion of this course will require formal presentation on the research, analysis, evaluation and recommendations to faculty and students.