



LEADERSHIP 351 – GROUP DYNAMICS – SPRING 2005

INSTRUCTOR: Dr. Crystal Hoyt
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OFFICE HOURS: Tues/Thurs 11:30 – 12:30
OFFICE LOCATION: Jepson 132

COURSE TIMES AND LOCATION: Wednesday, Friday 8:30am- 9:45pm; Jepson 107
Wednesday, Friday 10:00am- 11:15am; Jepson 107

COURSE WEBSITE: <http://www.richmond.edu/~choyt/>

TEXT:

Forsyth, Donelson (1999). *Group Dynamics*. Wadsworth Publishing.

Other readings may be assigned during the semester.

The assigned readings provide the background and context for classroom lecture and discussion, therefore, you should read the readings **before** the class period during which it is discussed.

DESCRIPTION AND GOALS OF THE COURSE:

This course provides an introduction to the scientific study of group processes by presenting you with the vocabulary, concepts, theories, and research that are fundamental to the study of groups. To accurately introduce the discipline of group dynamics both classic research and thinking are presented as well as more modern developments. Additionally, this course will stress group effectiveness with an emphasis on group practice and individual group skills. Thus, this course will present a mixture of both theory and practice. A scholarly understanding of groups will go far to achieving the applied goal of understanding and improving groups. This course employs a number of learning and teaching techniques designed to facilitate comprehension of the assigned curriculum. You will be challenged to think critically about groups through a mix of lectures, class discussions, and hands-on group exercises. You will be actively involved with the course material through a high level of classroom participation, and reading and writing assignments.

The principle objective of this course is to introduce you to group dynamics. At the completion of the course you should be familiar with basic group processes as well as fundamental concepts and theories. More specifically, the overarching learning objectives are the following:

- You should become comfortable with the concept of groups.
- You should be familiar with the theoretical approaches to understanding groups.
- You should understand basic research methodologies in the study of groups.
- You should have an understanding of the functions and features of groups.
- You should gain an understanding of group structure (norms and roles, status and power, communication)
- You should have an enhanced understanding of group development, conflict, decision making, and productivity.
- You should recognize the unique role of member diversity in group dynamics.
- You should have enhanced critical thinking as well as oral/ written communication abilities.
- You should develop practical group competencies that logically follow the understanding of theory and research.

COURSE REQUIREMENTS

Your grade in the course will be determined by performance on the following course requirements:

CLASS PARTICIPATION: This course is predicated on the active participation of all members. You are expected to attend all classes, arrive on time, and fully engage in discussions and activities. The emphasis is on quality of class participation rather than quantity. Each unexcused absence will penalize your final grade. Excused absences (such as illness, team trips, or family emergencies) must be documented with a doctor's or dean's letter. The class

discussions and activities are highly dependent upon the assigned reading for the day. You must come to class fully prepared to discuss the assigned readings; thorough participation will also contribute to a strong evaluation of class participation.

WRITING ASSIGNMENTS: The goal of the writing assignments, as well as the course, is to embody Kurt Lewin’s philosophy: “No theory without practice, no practice without theory.” Thus, there is both a theoretical and a practical component to the writing assignments.

RESEARCH ARTICLE CRITIQUE: You will read and critique an empirical research article from an academic journal that focuses on issues relevant to the course.

CURRENT ISSUE ANALYSIS: You will report an incident or issue currently in the news and will analyze it from a group dynamic perspective.

Late Assignments: *Late assignments will be heavily penalized. Late work will receive a penalty of one grade for each day late. Also, assignments will receive a penalty of two grades if you were absent or late to class on the day the assignment is due.*

EXAMINATIONS: There will be three exams in this course, two midterms and one final. The exams will cover information from both in-class discussions and reading assignments. The final exam is NOT cumulative; it will be given during the final exam testing time.

Makeup Exams: If you miss an exam due to an illness or personal emergency, you must contact me **prior to, or within one day,** of the missed exam. Before we can schedule a makeup exam, you must provide a **written medical excuse or other verifiable documentation.** Makeup exams may take an alternative form to that taken by the rest of the class.

ELEMENTS OF YOUR GRADE:

Grades in this course will be based on your performance on the three exams, the writing assignments and class participation. Good performance on each assignment and exam is important to your overall success in this course. Your *total points* will be based on the following components:

Class participation	5%
Writing assignments	20%
Exams (25% each):	75%

Total	100%

Final grades in the course will be based on the percentage of total points that you earn, according to the following cutoffs:

Percentages for final grades:

A	=	90-100%
B	=	80-89%
C	=	70-79%
D	=	60-69%
F	=	<60%

Plus and minus grades are not shown but will be used

HONOR CODE: The Jepson School supports and adheres to the provisions of the Honor System sanctioned by the School of Arts and Sciences. Every piece of written work presented by individual students must have the honor pledge with your signature on it. The pledge is: “I pledge that I have neither given nor received unauthorized assistance during the completion of this work.”

STUDENTS WITH DISABILITIES: If you have a verified disability and would like to discuss special academic accommodations, please contact me *during the first week of class* to arrange reasonable and appropriate accommodations.

AVAILABLE RESOURCES:

My office hours are for you, whether you are struggling with course material or simply want to talk. Please don't be a stranger. If you cannot make my office hours please contact me to set up an appointment. In addition to the resources provided by me, a wide range of campus resources are also available to support you in your efforts to meet course requirements.

Academic Skills Center: The academic skills center offers free tutoring in a variety of subjects. Advising in study skills (i.e., test-taking, note-taking, information processing, concentration, etc.), stress management, and time management is also available. Call or visit their web site for more information (289-8626; <http://oncampus.richmond.edu/student/affairs/office/asc/>).

Counseling & Psychological Services (CAPS): The CAPS office offers a wide range of counseling and psychological services to full-time students at the University of Richmond. Call or visit their web site for more information (289-8119, <http://oncampus.richmond.edu/student/affairs/caps/index.htm>).

LEADERSHIP 351 – SPRING 2005
CLASS SCHEDULE AND READING ASSIGNMENTS

DATE	TOPIC	READINGS
Jan 12	INTRODUCTIONS	
Jan 14	AN INTRODUCTION TO GROUP DYNAMICS	CHAPTER 1
Jan 19	AN INTRODUCTION TO GROUP DYNAMICS	CHAPTER 1
Jan 21	NO CLASS	
Jan 26	RESEARCH METHODS IN GROUP DYNAMICS	CHAPTER 2
Jan 28	RESEARCH METHODS IN GROUP DYNAMICS	CHAPTER 2
Feb 2	RESEARCH METHODS IN GROUP DYNAMICS	CHAPTER 2
Feb 4	GROUP DEVELOPMENT	CHAPTER 6
Feb 9	GROUP NORMS AND ROLES	CHAPTER 5
Feb 11	GROUP NORMS AND ROLES	CHAPTER 5
Feb 16	EXAM 1	
Feb 18	CONFORMITY AND INFLUENCE	CHAPTER 7
Feb 23	CONFORMITY AND INFLUENCE	CHAPTER 7
Feb 25	STATUS AND POWER DYNAMICS IN GROUPS	CHAPTER 8
Mar 2	POWER AND OBEDIENCE	CHAPTER 8
Mar 4	RESPONSIBILITY AND OBEDIENCE	CHAPTER 8
Mar 9	SPRING BREAK	
Mar 11	SPRING BREAK	
Mar 16	WEAPONS OF INFLUENCE	CHAPTER 8
Mar 18	UNDERSTANDING AND MANAGING CONFLICT	CHAPTER 9
Mar 23	UNDERSTANDING AND MANAGING CONFLICT	CHAPTER 9; CHAPTER 13
Mar 25	EXAM 2	
Mar 30	PERFORMANCE IN GROUPS	CHAPTER 10
Apr 1	PERFORMANCE IN GROUPS	CHAPTER 10
Apr 6	GROUP DECISION MAKING	CHAPTER 11
Apr 8	GROUP DECISION MAKING	CHAPTER 11
Apr 13	DIVERSITY IN GROUPS	
Apr 15	DIVERSITY IN GROUPS	
Apr 20	SOCIAL PERCEPTION	CHAPTER 13
Apr 22	CROWDS AND COLLECTIVE BEHAVIOR	CHAPTER 15

FINAL EXAM DATES: 8:30-9:45AM: WEDNESDAY APRIL 27, 2-5PM.

10:00-11:15AM: MONDAY APRIL 25, 2-5PM.