



**Chaminade**  
**University**  
OF HONOLULU

## **EDUC 823 Course Syllabus**

3140 Waiialae Avenue - Honolulu, HI 96816

[www.chaminade.edu](http://www.chaminade.edu)

**Course Number:** EDUC 823

**Course Title:** Creativity and Innovation in Organizations

**School/Division:** School of Education and Behavioral Sciences

**Term:** Spring 2023 / April 10 – June 19

**Credits:** 3

**Instructor Name:** Dr. John Hamilton

**Email:** john.hamilton@chaminade.edu

**Phone:** 808.284.0741

**Office Hours:** By appointment

### **University Course Catalog Description**

The goal of Creativity and Innovation in Organizations is to examine the role of creativity and innovation in successful leadership environments. This course will lead students through a journey of both current and historical creative and innovative leaders and organizations. The focus is on developing leaders who are capable of creatively solving problems in educational, business, or other organizational settings. Students will explore some of the most innovative and successful leaders and organizations in history as they gain the insight and skills to become future leaders.

### **Mission Statement for:**

#### **Doctor of Education in Organizational Leadership for Adaptation and Change**

The program's mission is based on Marianist values and focused on developing strong leaders who use their knowledge and skills to value diversity, promote social justice, and help organizations adapt and change. Drawing on the Marianist Educational Values of formation in faith; quality education; family spirit; service, justice and peace; and adaptation and change, the program builds on a program of leadership that promotes continuous self-reflection and personal growth.

### **Marianist Values**

1. Educate for formation in faith
2. Provide an integral quality education
3. Educate in family spirit
4. Educate for service, justice and peace
5. Educate for adaptation and change

### **Program Learning Outcomes (PLO)**

1. Apply advanced knowledge and competencies of research and evaluation methods utilized by organizations.
2. Utilize advanced knowledge and competencies of leadership and innovation which are grounded in social justice, ethical practices, and cultural awareness.
3. Use advanced knowledge and competencies related to how organizations and the people within them develop.
4. Integrate advanced knowledge and competencies of scholarly behaviors for designing, implementing, evaluating, and communicating research relevant to effective organizations.

### **Course Learning Outcomes (CLO)**

1. Describe and define aspects of creativity and associated theories (PLO 3).
2. Examine the motivations, mindsets, and passions of creativity and how personality impacts those outcomes (PLO 2, 3).
3. Explore the cognitive and creative thoughts (PLO 2, 3).
4. Evaluate the impact of creativity from a digitally creative media design viewpoint (PLO 3).
5. Consider the generational impact of creativity and the impact psychological and sociological investments have on students (PLO 1, 4).
6. Explore the action of leaders from a sociocultural perspective (PLO 1, 3, 4).

### Learning Materials

- Plucker, J. A. (2022). *Creativity and innovation: Theory, research, and practice* (2nd ed.). Routledge Taylor & Francis Group: New York and London. ISBN: 9781646321919

### Course Supplemental Materials (Recommended)

- American Psychological Association. (2020). *Publication manual of the American Psychological Association* (7<sup>th</sup> ed.). Author.
- Galvan, J. L. (2017). *Writing literature reviews: A guide for students of the social and behavioral sciences* (7th ed.). New York: Routledge.
- Harris, R. A. (2017). *Using sources effectively: Strengthening your writing and avoiding plagiarism* (5th ed.). New York: Routledge.

### Assessment

Assignments	Weight
Reflections (x2)	30
Discussions (x7)	40
Assignments (1)	30
- <b>Total</b>	<b>100</b>

Late assignments submitted one-day late will receive a 10% deduction and two-days late with a 25% deduction. Unexcused late assignments will not be accepted. If there is an emergency, make sure to contact your faculty **before** the due date of an assignment. No work will be accepted after the last day of the course.

### Grading scale

100-90%	A
89-80%	B
79-70%	C
69-0%	F

### Schedule

Week	Topic	Review/Do
*Weeks 1 & 2 4/10 – 4/23	Definition, Theory, Personality, Reasoning	Read Plucker: Chapters 1-4 Autobiography (Due at end of week 1/Discussion 1) Discussion 2 (Due at end of week 2)
Week 3 4/24 – 4/30	Cognition and Creative Thought	Read Plucker: Chapter 5 Discussion 3

<b>Week</b>	<b>Topic</b>	<b>Review/Do</b>
Week 4 5/1 – 5/7	Pragmatism Toward Teaching and Measuring	Read Plucker: Chapter 6 Reflection #1
Week 5 5/8 – 5/14	Lifespans and Investments	Read Plucker: Chapters 7-8 Discussion #4
Week 6 5/16– 5/21	Teachers and Creativity	Read Plucker: Chapters 9 Discussion #5
Week 7 5/22– 5/28	Why?	Read Plucker: Chapter 10 Discussion #6
Week 8 5/29 – 6/4	Teachers and Business	Read Plucker: Chapter 11 Discussion #7
Week 9 6/5 – 6/11	Facilitating Creativity in Business / Perspectives and Technology	Read Plucker: Chapter 12 & 13 Reflection #2 (due by the end of the course)
Week 10 6/12 – 6/19	Final Review	<b>Final Assignment</b>

May be subject to change based on the dynamics of current events. Other learning materials are provided in the course modules on Canvas.

### Online Course Guidelines

- Our main online learning management system (LMS) platform utilizes Canvas. Please make sure to review the Student Tutorial located on your course dashboard regarding instructions on accessing and submitting materials and assignments. Also, if you have any questions, please make sure to contact me and I can assist you on navigating the course. We will also utilize Zoom or a similar platform for live online class sessions if the need arises.
- Netiquette Guidelines: Students should communicate with each other using the same common courtesy, politeness, and appropriate online behaviors as we would in a face-to-face environment: a) Respect the opinions of others and their right to disagree; b) Keep replies and comments focused on the relevant topic; d) Post discussions and assignments in a timely fashion so that others can have sufficient time to review and reply.
- Discussion Participation: You will be evaluated on the quality of your contributions and insights. Quality comments possess one or more of the following properties: Offers a different and unique, but relevant, perspective; contributes to moving the discussion and analysis forward; transcends simply stating “I agree,” and demonstrates some reflective in-depth thinking.

### Writing Standards

All work submitted by Chaminade University students must meet the following writing standards.

Written assignments should:

1. Use correctly the grammar, spelling, punctuation, and sentence structure of Standard Written English.
2. Develop ideas, themes, and main points coherently and concisely.
3. Adopt modes and styles appropriate to their purpose and audience.
4. Be clear, complete, and effective.
5. Carefully analyze and synthesize material and ideas borrowed from sources. In addition, the sources of the borrowed material should be correctly acknowledged to avoid plagiarism (see Plagiarism).

**Discussions:** Class discussion questions will be posted throughout the course. Discussions are designed to provide you with the opportunity to interact with your classmates. Between Monday and Friday of each week, respond to the initial discussion topic. Additionally, throughout the course week, through Sunday, you should go back and read your classmates submissions and respond to at least **three of your classmate's posts**. It is expected that each student's initial post (your response to the topic) will be approximately one page in length (more is acceptable, less, not so much). The following guidelines should be used to actively participate in the class discussions (adopted from <http://www.rasmussen.edu/student-life/blogs/college-life/tips-for-writing-thoughtful-discussion-responses/> (Links to an external site.)).

- Ask open-ended questions to promote discussion. Open-ended questions require individuals to write more than a simple one- or two-word answer. Open-ended questions require the use of critical thinking skills and allow individuals to reflect on their thoughts and feelings about a particular topic.
- Don't be afraid to disagree. It is okay to disagree with what someone has to say or play the "devil's advocate." However, when you choose to disagree, remember to do so respectfully. Everyone is entitled to their own opinion, and it is okay for you to offer your own interpretation.
- Give reasons for your opinion. It is important to provide reasons for your thoughts and feelings about the topic. You may even choose to make a personal connection or share a personal experience with your classmates. Applying class information to real-world situations is a great way to demonstrate that you truly understand what you are learning.
- Think outside the box. Online discussions can get boring when everyone's posts begin to sound the same. Don't be afraid to propose a new idea or ask a probing question to generate conversation.
- Include outside resources. It is often helpful to include outside resources in your responses. Share an article or a website that is relevant to the topic of discussion. Introducing new, relevant ideas from resources, other than the provided class materials, can help take learning to the next level.

### **Academic Honesty**

Violations of the Honor Code are serious. They harm other students, your professor, and the integrity of the University. Alleged violations will be referred to the Office of Judicial Affairs. If found guilty of plagiarism, a student might receive a range of penalties, including failure of an assignment, failure of an assignment and withholding of the final course grade until a paper is turned in on the topic of plagiarism, failure of the course, or suspension from the University.

Violations of Academic Integrity: Violations of the principle include, but are not limited to:

- Cheating: Intentionally using or attempting to use unauthorized materials, information, notes, study aids, or other devices in any academic exercise.
- Fabrication and Falsification: Intentional and unauthorized alteration or invention of any information or citation in an academic exercise. Falsification is a matter of inventing or counterfeiting information for use in any academic exercise.
- Multiple Submissions: The submission of substantial portions of the same academic work for credit (including oral reports) more than once without authorization.
- Plagiarism: Intentionally or knowingly presenting the work of another as one's own (i.e., without proper acknowledgment of the source).
- Abuse of Academic Materials: Intentionally or knowingly destroying, stealing, or making inaccessible library or other academic resource materials.
- Complicity in Academic Dishonesty: Intentionally or knowingly helping or attempting to help another to commit an act of academic dishonesty.

Plagiarism includes, but is not limited to:

- Copying or borrowing liberally from someone else's work without his/her knowledge or permission; or with his/her knowledge or permission and turning it in as your own work.
- Copying of someone else's exam or paper.

- Allowing someone to turn in your work as his or her own.
- Not providing adequate references for cited work.
- Copying and pasting large quotes or passages without properly citing them.

### **Title IX Compliance**

Chaminade University of Honolulu recognizes the inherent dignity of all individuals and promotes respect for all people. Sexual misconduct, physical and/or psychological abuse will NOT be tolerated at CUH. If you have been the victim of sexual misconduct, physical and/or psychological abuse, we encourage you to report this matter promptly. As a faculty member, I am interested in promoting a safe and healthy environment, and should I learn of any sexual misconduct, physical and/or psychological abuse, I must report the matter to the Title IX Coordinator. If you or someone you know has been harassed or assaulted, you can find the appropriate resources by visiting Campus Ministry, the Dean of Students Office, the Counseling Center, or the Office for Compliance and Personnel Services.

### **Disability Access**

The University is committed to providing reasonable accommodations for all persons with disabilities. This syllabus is available in alternate formats upon request. Students who need accommodations must be registered with Student Disability Services. Students with special needs who meet criteria for the Americans with Disabilities Act (ADA) provisions must provide written documentation of the need for accommodations to Kokua Ike: Center for Student Learning by the end of week three of the class, in order for the instructor to plan accordingly. Failure to provide written documentation will prevent your instructor from making the necessary accommodations. If you would like to determine if you meet the criteria for accommodations, contact [ada@chaminade.edu](mailto:ada@chaminade.edu).

### **Attendance Policy**

As stated in the Chaminade University Catalog, students are expected to attend all classes for courses in which they are registered. Students are expected to attend all classes in which they are registered. The student should notify their instructors when illness or other extenuating circumstances prevents them from attending class and make arrangements to complete missed assignments. Not meeting the attendance requirements may result in lowering of the grade, withdrawal from the course, or failing the course. The instructor will specify and enforce expectations for online participation and receipt of assignments appropriate to the design of the course.

#### **Excused Absences**

Since it is expected that students will participate in all class sessions, excused absences are only granted in exceptional situations where evidence is provided by the student to the instructor. Students should notify their instructors when a situation prevents them from attending class and make arrangements to complete missed assignments. While notification of the instructor by a student that he/she will be absent is courteous, it does not necessarily mean the absence will be excused.

#### **Unexcused Absences**

Chaminade University student policy states that in cases where unexcused absences are equivalent to more than a week of classes, the instructor has the option of lowering the grade.