



## **EDUC 823 Course Syllabus**

3140 Waialae 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 2024 / April 8 – June 17

**Credits:** 3

**Instructor Name:** Dr. Joanne Chinen-Moore

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**Virtual Office Hours:** Tuesdays 11-1 pm HST and available by appointment

### **University Course Catalog Description**

Examines the role of creativity and innovation in successful leadership. 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 Doctorate 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, peace, and the integrity of creation
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

- Managing Change, Creativity and Innovation, 4th edition, Patrick Dawson & Costas Andriopoulos, 2021, ISBN: 978-1529734966
- Other learning materials will be provided.

### Assessment

Assignments	Points
Discussions (10 points each x 4)	40
Case Study Assignments (10 points each x 3)	30
Reflections (10 points each x 3)	30
Final Assignment	100
<b>Total</b>	<b>200</b>

May be subject to change based on the dynamics of current events. 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 after. If there is an emergency, make sure to contact me 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/Assignments
Weeks 1 & 2 4/8 – 4/21	Introduction The Process of Change, Creativity and Innovation (p.22) A Brief History of Management Thought in the Development of Concepts, Theories and Business Practice (p.68)	Read Dawson: Chapters 1-3 Autobiography (Due at end of week 1) Discussion #1 (Due at end of week 2) Case Study Assignment #1 (Due at end of week 2)
Week 3 4/22 – 4/28	Classifying Theories of Organizational Change (p.109)	Read Dawson: Chapter 4 Case Study Assignment #2

<b>Week</b>	<b>Topic</b>	<b>Review/Assignments</b>
Week 4 4/29 – 5/5	Change Management Practice: Choices, Lessons Learned and Key Considerations (p.139)	Read Dawson: Chapter 5 Discussion #2 Reflection #1
Week 5 5/6 – 5/12	Human Dimensions: Readiness, Communication, Sensemaking and Culture (p.180)	Read Dawson: Chapters 6 Case Study Assignment #3
Weeks 6 & 7 5/13 – 5/26	Creative Industries: Innovative Cities and Changing Worlds (p.379)	Read Dawson: Chapter 11 Discussion #3 Case Study Assignment #4
Week 8 5/27 – 6/2	The Individual: Promoting Critical Thinking (p.411)	Read Dawson: Chapter 12 Reflection #2
Week 9 6/3 – 6/9	The Group: Nurturing Teamwork (p.436)	Read Dawson: Chapter 13 Discussion #4 Reflection #3
Week 10 6/10 – 6/17	The Leader: Promoting New Ideas at Work (p.505)	Read Dawson: Chapter 15 Case Study Assignment #5 (Final Assignment)

May be subject to change based on the dynamics of current events.

### **Online Course Guidelines**

- Students should communicate with each other using common courtesy, politeness, and appropriate behaviors. Inappropriate behavior, including, but not limited to the following, are unacceptable: bullying in any form, harassment in any form, making demeaning and/or derogatory comments, other aggressive behaviors in-person or virtually and/or other forms of communication.
- 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 response that is relevant and contributes to moving the discussion forward, transcends simply stating "I agree," and demonstrates in-depth thinking.

### **Writing Standards**

All work submitted by Chaminade University students must meet the following writing standards. Written assignments should:

- Use correctly the grammar, spelling, punctuation, and sentence structure of Standard Written English.
- Develop ideas, themes, and main points coherently and concisely.
- Adopt modes and styles appropriate to their purpose and audience.
- Be clear, complete, and effective.
- 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).

### **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.

While AI technologies can be useful tools for research and learning, the Academic Honesty policies apply when using these technologies. The use of AI is not permitted to compose essays or produce content for assignments and exams. Students should give proper credit to sources when using information obtained through AI tools or other sources. It is essential that we uphold academic integrity while fostering a culture of creativity and critical thinking.

### **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).

**Credit Hour Policy**

This is a three-credit hour course requiring 135 clock hours of student engagement, per the official CUH Credit Hour Policy. Students enrolled in this course are anticipated to spend 50 hours of reading materials and other learning materials, 15 hours on discussion questions, 30 hours on case study assignments, 30 hours on reflections, and 10 hours on the final assignment.

**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.