

Asian Pacific American Leadership EDCP 418A / AAST 498I

Spring 2008

Tuesdays & Thursdays, 12:30 pm -1:45 pm

JMZ 1103

ELMS: www.elms.umd.edu (login with your directory ID)

Instructors

Dharma P. Naik, M.A. | dnaik@umd.edu | 301-314-2782 | 1120 Stamp Student Union
Coordinator for Asian Pacific American Student Involvement & Advocacy, Multicultural
Involvement & Community Advocacy
Adele H. Stamp Student Union – Center for Campus Life
Office Hours: By Appointment

Rebecca Sawyer | ras@umd.edu | 301-314-1305 | 1120 Stamp Student Union
Graduate Coordinator for Asian Pacific American Student Involvement & Advocacy,
Multicultural Involvement & Community Advocacy
Adele H. Stamp Student Union – Center for Campus Life
Office Hours: By Appointment

Course Description

This course will offer students the opportunity to think critically about leadership in relation to the Asian Pacific American (APA) identity. We will explore how specific traditional Asian familial/cultural values, racism, history, and society have interacted to shape leaders and leadership.

The course will also focus on critical issues facing APA student activists/leaders on the UM campus and provide a “training” of sorts for APAs to develop leadership, activism and managerial skills. We will begin by exploring general leadership theories. Then we will set the stage by first understanding where we are and where we have come from and what/who exactly is it that we are leading. Then we will move on to practical skills and knowledge that student leaders/activists should possess. Finally, we will broaden the picture and go into issues affecting APAs as you move from being leaders on campus to leaders in society.

First and foremost, however, we will use this class as an opportunity to raise awareness about our own personal histories and values and how they contribute to our own leadership styles. Therefore, personal and group reflection will be an important feature of this course. Lastly, this course will also provide a forum for a dynamic exchange/dialogue of ideas for APA student leaders on campus.

Course Expectations

This course is heavy on discussion and experiential learning, therefore participants of this course will be expected to complete readings and assignments and be prepared for class discussion. Along with the classroom work, students should be attentive to how the concepts learned apply in their current involvement and leadership roles. It is also expected that participants will thoughtfully and thoroughly complete assignments by the assigned due date.

For all graded assignments, we require that you use the American Psychological Association (APA) Style in appropriately citing your sources and references (see APA style reference on ELMS). For assignments requiring research, students are expected to find appropriate scholarly or other sources. Like any academic course, pay close attention to correct spelling, grammar, and punctuation. Documents should have a cover page identifying at least the following information: paper title, course title, name, and term. Papers should be double-spaced, typed or word processed, with 1" margins on white 8.5" by 11" paper and have page numbers. Recommended types are Palatino, Times, or Times Roman in 10 or 12 point size.

Code of Academic Integrity: The University of Maryland, College Park has a nationally recognized Code of Academic Integrity, administered by the Student Honor Council. This Code sets standards for academic integrity at Maryland for all undergraduate and graduate students. As a student you are responsible for upholding these standards for this course. It is very important for you to be aware of the consequences of cheating, fabrication, facilitation, and plagiarism. For more information on the Code of Academic Integrity or the Student Honor Council, please visit <http://www.shc.umd.edu>.

To further exhibit your commitment to academic integrity, remember to sign the Honor Pledge on all examinations and assignments: “I pledge on my honor that I have not given or received any unauthorized assistance on this examination (assignment).”

ADA Statement: Both in compliance with and in the spirit of the Americans with Disabilities Act (ADA), the instructors would like to work with students who have a disability that impacts learning in this class. Students with a documented disability should contact the instructors as soon as possible to discuss academic accommodations.

Religious Observances: The University System of Maryland policy on religious observances provides that students should not be penalized because of observances of their religious beliefs; students shall be given an opportunity, whenever feasible, to make up within a reasonable time any academic assignment that is missed due to individual participation in religious observances. We will be happy to work with you if class meetings or assignments conflict with your religious practices.

Required Course Texts

With the exception of the Balón monograph, all other required course texts are available for purchase at the University Book Center. The Balón monograph will be made available by the instructors.

Balón, D. G. (2003). *Asian Pacific American leadership development*. Leadership Insights and Applications Series #14. College Park, MD: National Clearinghouse for Leadership Programs.

Komives, S. R., Lucas, N., & McMahon, T. R. (2007). *Exploring leadership: For college students who want to make a difference* (2nd ed.). San Francisco: Jossey-Bass.

Wei, W. (1993). *The Asian American movement*. Philadelphia: Temple University Press.

Zia, H. (2000). *Asian American dreams: the emergence of an American people*. New York: Farrar, Straus and Giroux.

Recommended Course Text

The book listed here is recommended as a supplemental text to the required course texts and readings.

Ho, F., Antonio, C., Fujino, D., & Yip, S. (Eds.) (2000). *Legacy to liberation: Politics and culture of revolutionary Asian Pacific America*. San Francisco: AK Press.

Course Readings

Articles and other readings outside of the texts will be required. These readings will be provided in the Course Content section of the ELMS site. Also, the instructors may provide additional readings based on current events or other issues. There will be one copy of the course readings available at each instructor's office. All updates to readings will be posted on the course website on ELMS.

Course Schedule

For updates, assignments and readings, visit the Course Content section on the ELMS site.

Date	Topic	Assignments & Readings Due
Class 1: January 29th	Introduction/Overview Why APA Leadership?	<ul style="list-style-type: none"> ▪ None
Class 2: January 31st	APA Leadership: Connections between Identity and the Movement	<p>DUE: Reflections on Personal Leadership</p> <ul style="list-style-type: none"> ▪ Syllabus ▪ Balón, "APA College Students on Leadership: Culturally Marginalized from the Leader Role?" ▪ Zia, Ch. 1 ▪ Wei, Introduction
Class 3: February 5th	What Is Leadership?	<ul style="list-style-type: none"> ▪ Komives, Lucas & McMahon, Preface & Ch. 1 ▪ Komives, Lucas & McMahon, Ch. 2 (skim)
Class 4: February 7th	Relational Leadership Model Social Change Model of Leadership	<ul style="list-style-type: none"> ▪ DUE: Selection of organization for midterm ▪ Komives, Lucas & McMahon, Ch. 3 ▪ Social change reading
Class 5: February 12th	Overview of APA History: Immigration and Demographics	<ul style="list-style-type: none"> ▪ Min, Ch. 2 ▪ Lee, Ch. 1 ▪ Timeline of APA History
Class 6: February 14th	Overview of APA History: Activism and the APA Movement	<ul style="list-style-type: none"> ▪ Wei, Ch. 1 ▪ Wei, Chs. 4, 5 & 6 (read 1 of these chapters of your choosing; skim the other 2 chapters) ▪ Omatsu, Ch. 1
Class 7: February 19th	Personal Stories, Shared History	<p>DUE: Personal History Paper</p> <ul style="list-style-type: none"> ▪ Zia, Ch. 2
Class 8: February 21st	Race, Ethnicity and Identity, Part 1: Who's Asian Pacific American?	<ul style="list-style-type: none"> ▪ Tatum, "The Complexity of Identity: 'Who Am I?'" ▪ New Face of the APA, Introduction & Ch. 1 ▪ Mishra, "Are South Asians Asian American?" ▪ Kibria, "Not Asian, Black or White?"
Class 9: February 26th	Race, Ethnicity and Identity, Part 2: Others' Definitions of APA	<ul style="list-style-type: none"> ▪ Bao, "Alien Americans" ▪ Espiritu, Ch. 5 ▪ Kim, "The Racial Triangulation of Asian Americans" ▪ Suzuki, "Model Minority"
Class 10: February 28th	Race, Ethnicity and Identity, Part 3: Defining Ourselves	<p>DUE: Midterm Outline</p> <ul style="list-style-type: none"> ▪ Liu, "The Accidental Asian" ▪ Wu, "The Power of Coalitions: Why I Teach at Howard," part 1 (pp. 301-315)

Class 11: March 4th	Multiple Identities: Influences on Leadership, Part 1	<ul style="list-style-type: none"> ▪ Espiritu, “Ideological Racism and Cultural Resistance” ▪ Wei, Ch. 3 ▪ Roy, “The Call of Rice: (South) Asian American Queer Communities”
Class 12: March 6th	Multiple Identities: Influences on Leadership, Part 2	DUE: Myers-Brigg Type Indicator <ul style="list-style-type: none"> ▪ Assigned readings for group (see ELMS)
Class 13: March 11th	Leadership Self-Awareness: Knowing Your Values	<ul style="list-style-type: none"> ▪ Komives, Lucas & McMahon, Ch. 4
Class 14: March 13th	Understanding Your Myers-Brigg Type	<ul style="list-style-type: none"> ▪ Komives, Lucas & McMahon, Ch. 9
March 18th & 20th	<i>Spring Break</i>	
Class 15: March 25th	Ethical and Moral Leadership: Role in Activism, Part 1	DUE: Midterm
Class 16: March 27th	Ethics and Moral Leadership: Role in Activism, Part 2	<ul style="list-style-type: none"> ▪ Zia, Ch. 3
Class 17: April 1st	Groups, Teams and Collaboration	DUE: Group Project Outline <ul style="list-style-type: none"> ▪ Komives, Lucas & McMahon, Ch. 6
Class 18: April 3rd	Intra and Inter Race Coalitions/ Crossing Boundaries, Part 1 Review of Group Project Outlines	<ul style="list-style-type: none"> ▪ Komives, Lucas & McMahon, Ch. 8 ▪ Zia, Ch. 8
Class 19: April 8th	Intra and Inter Race Coalitions/ Crossing Boundaries, Part 2	<ul style="list-style-type: none"> ▪ Zia, Ch. 7 ▪ Wu, “The Power of Coalitions: Why I Teach at Howard,” part 2 (pp. 315-342)
Class 20: April 10th	The Leader in the Community: Addressing Oppression & Inequality	<ul style="list-style-type: none"> ▪ Zia, Ch. 9
Class 21: April 15th	Panel of APA Community Leaders	<ul style="list-style-type: none"> ▪ Community organization mission statements for panel ▪ Review Wei, Ch. 6
Class 22: April 17th	APAs in Higher Education	<ul style="list-style-type: none"> ▪ Balón monograph ▪ Rhoads, et al., “Panethnicity and Collective Action Among Asian Americans”
Class 23: April 22nd	Activism at the University of Maryland	<ul style="list-style-type: none"> ▪ Readings to be determined (see ELMS) ▪ Review Wei, Ch. 5
Class 24: April 24th	The Leader in Public Policy Issues and the Political Process, Part 1	<ul style="list-style-type: none"> ▪ Wei, Ch. 8 ▪ Zia, Ch. 6
Class 25: April 29th	The Leader in Public Policy Issues and the Political Process, Part 2	<ul style="list-style-type: none"> ▪ Readings to be determined (see ELMS)
Class 26: May 1st	Contemporary Challenges for Activist Leaders: Group Project Presentations	DUE (on your presentation date): Presentation, Executive Summary & Annotated Bibliography
Class 27: May 6th	Contemporary Challenges for Activist Leaders: Group Project Presentations	DUE (on your presentation date): Presentation, Executive Summary & Annotated Bibliography
Class 28: May 8th	Contemporary Challenges for Activist Leaders: Group Project	DUE (on your presentation date): Presentation, Executive Summary

	Presentations	& Annotated Bibliography
Class 29: May 13th	Revisit personal definitions of leadership Wrap Up	DUE: Group Dynamic Paper

Course Assignments and Grading

Class Attendance and Participation (20%)

A quality learning experience in this course rests heavily on a high degree of interaction and exchange of ideas among students and instructors. Your ability to contribute to class discussions thoughtfully and to integrate course readings will be weighed. Strong participation will be characterized by showing interest in class discussions and sharing ideas, thoughts, perspectives and questions in all classes.

Attendance: Timely class attendance is essential and expected. Unexcused absences will be factored into final grades.

APAs in the News: Sharing Articles and Discussions: Each week, two students will be assigned to find news articles featuring APAs or APA community issues and start discussions about them using ELMS. Other students must respond to the discussion threads. These online discussions may be connected to in-class discussions. Students will be evaluated on the content, critical thinking and thoughtfulness of their posts; spelling and grammar will not be graded.

For Discussion Starters:

1. **By 10:00am on Thursday of your assigned week**, you must begin a discussion thread on the Discussion Section of ELMS with the full text of or link to a current news article featuring APAs found from a reputable news source (e.g., *The Diamondback*, *Washington Post*, *Washington Times*, *New York Times*, *L.A. Times*, *Asian Week*, *San Francisco Chronicle*), with a statement of how this article relates to the course at that time. In addition, you must pose 2-3 discussion questions (open-ended) based on the article.
2. These questions should relate substantively to the content of the article and if appropriate, other course content.
3. Each student will serve as Discussion Starter once during the semester.

For Discussion Responders:

1. **By 10:00am on the Thursday following the article's post**, students must respond to the discussion thread by responding to questions posed by the Discussion Starter. Responses should relate substantively to the content of the article, course material, or to other students' relevant responses and contribute meaningfully to the conversation.
2. All students must reply to at least two different discussion threads **by March 13th**.
3. All students must reply to at least two different discussion threads **between March 14th-May 13th**.

Quizzes: Over the course of the semester we will be giving out three quizzes to test your knowledge of class discussions and readings. Each quiz will be worth 10 points.

Reflections of the Week (20%): DUE EVERY MONDAY AT 5PM

This assignment requires you to think critically about the topics we discuss and read about in class and consider how they relate to your understanding of yourself as a leader. Each week you will submit a one-page reflection on the previous week's classes. You should not recap what we talked about, but rather your reactions and thoughts about the topics. *What did you think of the topic? Have you seen examples of the topics in your own experiences? How does this impact your understanding of leadership and how you see yourself as a leader?* Use these reflections as a time to engage with the course material in a more personal but no less critical way. ***These reflections should be submitted by Monday at 5:00pm each week via ELMS on the designated private discussion thread. Reflections submitted late will receive no points.***

Personal History (15%): DUE FEBRUARY 19th

Our personal history and events that have impacted us in the past are often the greatest influences on who we are. This assignment will give you the opportunity to examine your family history and help you understand some of the factors that influence your notions of leadership, your desire to participate in leadership, and your own leadership style. By understanding and appreciating our personal history, we gain a sense of who we are, what we are and why we are, which is crucial to understand for successful leaders.

There are four major components to this assignment. Your paper, which should be 6-8 pages in length, should include the following (total 120 points):

1. *Family history* (35 points)
Describe your family's history (including yourself) in the United States. Highlight events that are significant to you and your family. If your family immigrated, when did they immigrate? Why? What are some of the challenges they faced? How did they resolve those challenges? What are some strong memories that they have of their experience here?
2. *Leadership in your family* (35 points)
Describe how your family members define leadership. How do they conceptualize leadership? Whom do they consider leaders? How have you seen leadership reflected in your family (if at all)? Make connections to your family's history. How have your family members' experiences influenced their notions of leadership?
3. *Influence of family and personal history on your own notions of leadership* (35 points)
Your paper should include an assessment of your own notions of leadership. Connect your family (including your personal) history with your leadership development. How have your family's experiences been reflected in your own development? What experiences have influenced the way you view leadership? How has your personal history affected your desire to become a leader?
4. Punctuation, grammar, syntax, organization, style (15 points)

Begin this project by interviewing at least two members of your family to get a sense of their history in the United States. Feel free to interview your parents, guardians, grandparents, uncles, aunts, or any other relative who might be able to speak to your cultural history.

Midterm Paper (15%): DUE MARCH 25th

[Selection of organization: February 7th, Outline: February 28th]

The University of Maryland's location in the greater Washington D.C. area affords us direct access to many local, regional, and national organizations that focus on APA-related issues. In

this part of the course students will take advantage of this unique opportunity, and as a complement to the class readings and discussions, enhance their understanding of leadership and the APA experience by observing it “in action.”

This assignment will consist of the following components:

- a) In pairs, students are to select an organization in the greater Washington D.C. area that works directly on APA-related issues, and one with which you are not already familiar. Possible organizations may include, but are not limited to, the following:
- APIA Vote
 - Asian American Justice Center (AAJC)
 - Asian American LEAD
 - Asian Pacific American Labor Alliance, AFL-CIO (APALA)
 - Asian Pacific American Legal Resource Center (APALRC)
 - Asian/Pacific Islander Domestic Violence Resource Project (DVRP)
 - Asian/Pacific Islander Queers United for Action (AQUA)
 - Asian/Pacific Islander American Health Forum (APIAHF)
 - Asian and Pacific Islander Queer Sisters (APIQS)
 - Conference on Asian Pacific American Leadership (CAPAL)
 - Hmong National Development
 - Japanese American Citizens League (JACL)
 - Khush DC
 - Korean American Coalition
 - National Alliance for Vietnamese American Service Agencies (NAVASA)
 - National Asian Pacific American Women’s Forum (NAPAWF)
 - National Association for the Education and Advancement of Cambodian, Laotian and Vietnamese Americans (NAFEA)
 - National Coalition for Asian Pacific American Community Development (NCAPACD)
 - National Federation of Filipino American Associations (NAFFAA)
 - OCA
 - South Asian American Leaders of Tomorrow (SAALT)
 - Southeast Asia Resource Action Center (SEARAC)

You are free to select an organization not on this list, though you may want to discuss it with any of the instructors to ensure it falls within the scope of this assignment first. A **one-paragraph** description of the organization selected and the reasons for which it was chosen should be posted to ELMS by **Thursday, February 7**.

- b) Students are to immerse themselves in the activities and initiatives of their chosen organization throughout the first half of the semester. While this experience may take many forms, it must include:
- Interviews with at least **two** staff members of the organization
 - Conversation with at least **two** people from the community served by the organization
 - Attendance at least **one** program or event sponsored by the organization

Through their immersion experience, students are to ascertain the following:

- Why was the organization created? What issues (historical, political, social) precipitated its need?
 - What is the mission and purpose of the organization?
 - How does the organization strive to accomplish its mission?
 - What is the experience of the community members served by the organization?
- c) Drawing from what was learned from the immersion experience, students are to **individually** write an 8-10 page paper to include the following:
- A brief overview of the organization, including the historical significance of the issue addressed by the organization
 - A summary of observations and resultant learning (based on the questions above)
 - Analysis of how the organization fits into a larger APA movement

The analysis should use either the Relational Leadership Model or the Social Change Model as a framework, and address the following:

- Does the movement reflect all, some, or none of the components/ values of the model?
- Does the movement demonstrate any of the components/values more strongly?
- Which components/values were less emphasized?
- What examples support your claims?
- Does this movement validate the leadership model you have chosen? If not, how might you critique the model to be a more effective demonstration of leadership within the context of the APA experience?

You should assume that the reader has a working understanding of the model; however, your examples should be concrete, documented, and accurately exemplify the nuances of the RLM or Social Change Model (in other words, make sure you know what you are talking about when you give examples of each of the components/values!).

The paper should include the following components (total 120 points):

- Description of the organization, the issue it addresses, and the related movement (20 points)
- Evidence of immersion in the organization (20 points)
- Analysis of the organization and its role within the larger APA movement using the five components of the RLM or seven values of the Social Change Model (45 points)
- Analysis of the effectiveness of the movement: were certain aspects of the RLM/Social Change Model more meaningful or salient? Was the movement successful because it did or didn't include aspects of the model? (25 points)
- Punctuation, grammar, syntax, organization, style (10 points)

Group Project: From Ideas to Action (30%)

- **Outline: DUE APRIL 1st**
- **Presentation, Executive Summary, and Annotated Bibliography: DUE ON PRESENTATION DATE (beginning May 1st)**
- **Group Dynamic Paper: DUE MAY 13th**

Based on a list of suggested topics provided by the instructors and your preferred choices, you will be placed in a group of three or four students. Your task will be to identify a

problem(s)/issue(s) related to your group topic and create an intervention (i.e., a program, practice, or policy) that directly addresses the problem(s).

As a group, you will be asked to develop an intervention that you will detail in a 20–30 minute group presentation. Your group should prepare the presentation as if you are trying to secure funding and/or approval from the class. The intervention should follow the suggestions, approaches, and ideas offered in Wei's *Asian American Movement*, Zia's *Asian American Dreams*, Ho's *Legacy to Liberation*, and other readings, as well as our subsequent discussions on APA activism. You should also include and draw upon related literature outside of the class. In other words, your group's approach will need to be grounded in a framework(s) that has been shown to be effective for other movements in APA history that we have discussed.

To check in on the process of the group, your group must submit an outline of your project indicating your topic, preliminary research findings, and intervention ideas. The outline will be evaluated on the thoughtfulness, research conducted and collaboration shown by that point.

At the time of the presentation, your group will provide a brief 1-2 page executive summary or abstract of your project, accompanied by an annotated bibliography describing the sources you used and how you used them. A sample annotated bibliography will be provided for your reference.

Lastly, you will need to write an evaluation paper that reflects upon your involvement within the group in the context of this project as well as allows you to provide direct comments to your team members. You should incorporate an understanding of group processes and dynamics as described in Chapter 7 of Komives, Lucas & McMahon's *Exploring Leadership*. You will write this evaluation paper individually and should be between 5-7 pages. More details on this aspect of the project will be presented to you early in the semester.

Out of 240 points total:

- I. Group Project Outline (20 points)
- II. Presentation, Executive Summary, and Annotated Bibliography (120 points total)
 - A. *Presentation (70 points)*
 1. Style of the Presentation
 - a. Synthesis and flow of presentation and the degree to which all group members were a meaningful part of the presentation
 - b. Creativity/innovation in the way material is shared: i.e. power point, simulations, visual aids, handouts, audience engagement, etc.
 - c. Persuasiveness and power of argument
 2. Content
 - a. Identify the problem/issue and its significance
 - b. Identify the population(s) to be served
 - c. Provide background: rationale for the intervention, research, resources, etc. What frameworks from past APA movements have you drawn on?
 - d. Detailed description of the plan of action. This should draw on your presentation and should present *concrete* examples of how you plan to carry out your proposed intervention and why they would be effective.
 - B. *Executive Summary (20 points)*

C. *Annotated Bibliography (30 points)*

III. Group Dynamic Paper (100 points)

- A. Your individual paper should include an analysis of your group dynamics and functioning as you discussed your topic and prepared for your group presentation.
- B. Please apply all elements of chapter 7 of Exploring Leadership in your analysis.
- C. Please relate Tuckman’s group development model (Exhibit 7.1) to your group process.
- D. Provide examples of how group members fit into common roles of groups using Exhibit 7.2.
- E. Share how conflict was introduced to the group by using Exhibit 7.3: “Understanding Conflict”.
- F. Critique advantages and disadvantages of decision-making methods in your group’s process, as outlined in Exhibit 7.4.
- G. Please close with discussion of group’s strengths and weaknesses and why.
- H. Your paper should also use proper punctuation, grammar, style and syntax.

Papers that address all of the above elements of chapter 7 in a detailed manner (i.e. with examples) while using proper punctuation, grammar, style and syntax, as well as incorporating a sense of flow (i.e. no disjointed sentence structure as well as smooth transitions) will receive higher grades.

Extra Credit

Over the course of the semester, instructors will highlight specific opportunities to earn extra credit. These opportunities may be attendance at lectures or participation in events on campus or in the community. Throughout the semester, you may seek up to four extra credit opportunities, each worth up to 5 points. In order to earn extra credit, you must attend or participate in the event and write and submit a 1-2 page reflection paper *within 7 days* of the event by email to both instructors.

The reflection paper must answer the following questions:

1. What was the purpose/goal of the event? If attending a lecture, what was the main point or thesis of the lecture?
2. How was the purpose or goal achieved? If attending a lecture, what supporting points were used to prove the thesis?
3. How does the content of the event relate to APA leadership?
4. What can you take away from this experience?

Grading Scale

Assignment	Portion of Final Grade	Points
Class Attendance and Participation Attendance (up to 2 points per class): 58 points News Article Discussions (up to 5 points per post): 25 points Quizzes x 3 (10 points each) Participation: 47 total points	20%	160

Reflections of the Week Each reflection will be worth up to 10 points. Because 15 reflections will be due, each person starts with 10 points free	20%	160
Personal History Paper	15%	120
Midterm Paper	15%	120
Group Project Presentation, Executive Summary & Annotated Bibliography: 140 points Group Dynamic Paper: 100 points	30%	240
Total	100%	800

800-720 points = A
719-640 points = B
639-560 points = C
559-480 points = D
479 and below = F