

Section Day Start time Location

Preceptor: Eliza Laguna elagua@uncc.edu

003 MWF 9:05 a.m. *sharp* to 9:55 a.m. Online-live (please sign on 3 minutes early)
 006 MWF 9:05 a.m. *sharp* to 9:55 a.m. Online-live (please sign on 3 minutes early)

Mrs. Cheryl L. Kane, M.B.A
 Phone: Per Covid, will be given in class
 Office: 250-D (not used Spring 2021)
 Building Friday
 Email: clkane@uncc.edu
 Please, call or email me whenever you need assistance.

Professor Kane's Office Hours

MWF 11-12:00 noon, WF 3:45-4:45 p.m. *And by appointment*

To respect your time and to accommodate your schedule I will return your email messages and set up web meeting or phone calls during the semester generally within 24 hours, 5-days a week M-F while the term is in session.

Please, contact me when you have questions or need assistance.
 I am available to help you; please contact me.

Note: Email is effective for short, concrete messages, and closed-ended questions. However, live conversations by phone or in person are the most effective and generally preferred for questions that are more effectively answered with interaction, feedback and clarification of the question. Your calls and communications are always welcome.

This syllabus contains the policies and expectations I have established for this course. Please read the entire syllabus carefully before continuing in this course. These policies and expectations are intended to create a productive learning atmosphere for all students. Unless you are prepared to abide by these policies and expectations, you risk losing the opportunity to participate further in the course.

Management (MGMT)

A program of study in the Department of Management leads to a Bachelor of Science in Business Administration (B.S.B.A.) degree with a major in Management. This major is designed to teach students to plan, organize, lead, and control business activities to achieve organizational goals through people in both the public and private sectors. Students develop skills in decision making, leadership, communication, motivation, problem solving, teamwork, and ethics.

Students pursuing the management major must select one of two concentrations: Talent Management or Organizational Management. The former concentration is designed for students interested in "the management of human resources or talent," and the latter concentration is designed for students interested in "general or strategic management."

Course Description

UNC Charlotte 2020-2021 Undergraduate Catalog

A study of the role of a manager with an emphasis on understanding the behavioral and administrative theories and concepts needed to succeed in contemporary organizations. Topics covered in the course include motivation, leadership, managing teams, and teamwork.

Prerequisite(s): ACCT 2121 , ACCT 2122 ; ECON 2101 , ECON 2102 , INFO 2130; Junior standing or Senior standing.

Required Text Book and CATME License and Respondus (Browser & Monitor)

(University bookstore has both at <https://uncc.bncollege.com/shop/unc-charlotte/page/find-textbooks>)

Plan to be successful in this course:

(You will struggle to pass this class without reading this textbook as assigned in this syllabus. To support your success in this course, reserve time on your calendar to read the material, well, before each lecture.)

1. Management: Leading & Collaborating in a Competitive World, 13th Edition
 Thomas S Bateman, Scott A Snell SBN: 978-1-259-92764-5 ©2019 (~\$57-\$100)
2. Software license for class projects: PUBLISHER: CATME ISBN: 2818440092077 (~\$3.00)
3. Online Course will use Respondus Lockdown Browser, and Respondus Monitor for Quizzes 1-5, and all Exams.
 Find information at: <https://teaching.uncc.edu/academic-technologies/respondus-monitor-online-proctoring>

COURSE OBJECTIVES

The objectives of the course are to:

1. develop a basic understanding of the theories and concepts of management
2. demonstrate the ability to apply management theory and concepts to organizational problems
3. develop the interpersonal, analytical, critical thinking, teamwork, and decision-making skills required of managers
4. develop an awareness of current issues and trends in management

Be prepared to be able to demonstrate these objectives in class, on teams and recall these in a quiz or on a test

Grade Components	% of Grade
Exam I	15%
Exam II	20%
Exam III (comprehensive)	25%
Team Company Reports (a)	15%
Quizzes (4-5, 8-12 questions each)	10%
Current event Assignments, Professional Contributions & Image (PI) (b)	15%
	100%

%	Grade
90%	A
80%	B
70%	C
65%	D
Below 65%	F

- (a) Your team’s evaluation of your participation quality will be included as part of the assessment toward this grade component. There are 2 written team reports due (40 points each), one oral team report to the class (30 points). Reports are 3-4 page memo-format form; they may be in sentences & paragraphs, or sentence & bullet point formatting-but all work must be properly cited in APA format. All members sign each report. This assignment (& secondary research) is explained in class. This is a creation of your team-not a ‘cut and paste’ assignment.
- (b) Simply preparing well for class, participating in class activities, and following the syllabus & assignment requirements generally retains the points in this category. Students demonstrate their preparedness by:
- a. signing into class before the time class starts, so they are in class at the start of the class session.
 - b. having read the assignment textbook and current event articles, well, prior to class.
 - c. being able to discuss the assigned readings in class when asked or when in smaller group discussions.

Generally students lose points in this category for incomplete, missing or tardy work, chronic tardiness or absences, or not following classroom policy as outlined in this syllabus and as expected by the University.

Week	Monday	Wednesday	Friday	Due this week: Dates in Canvas
1 January		20 Course overview, our introductions, syllabus quiz <i>Not to be missed!</i>	22 Ch 1: Managing & Performing	DUE: 1/24 11:30 p.m. Your Canvas intro (2PI) Technology survey (1PI) AND Canvas survey (2PI) Syllabus quiz (2PI)
	25 Ch 1: Managing & Performing	27 Ch 2: External / Internal Environments	29 Ch 2: External / Internal Environments CE Article #1	DUE: 1/28 11:30 p.m. CE Article Quiz #1. (2 PI) DUE: 1/30 11:30 p.m. CATME.org survey, AND CATME Canvas survey (2PI)
3 February	1 Ch 2 External / Internal Environments Quiz # 1 (Ch 1 & 2)	3 Ch 14: Teamwork Four Sorter Temperament www.Keirse.com	5 Ch 14: Teamwork Teams Assigned. Team Rules created	Due: 2/2 11:30 p.m. Keirse.com Temperament Sorter, and Canvas Keirse quiz. DUE 2/6 11:30 p.m. Post Team rules to Canvas-each student must post their team rules; this confirms their agreement to them. (2PI) DUE: 2/7 11:30 p.m. CATME.org Team Evaluation, and Canvas CATME survey. (2PI)
	15 Ch 14: Teamwork	17 Ch 14: Teamwork Team Project explained in class. Identify Company Team presentation dates.	19 Team Projects	DUE: 2/20 11:30 p.m. Post team minutes to Canvas. (1 PI) DUE: 2/21 11:30 p.m. CATME.org Team Evaluation, and Canvas CATME survey. (2PI)
5	22 Ch 12: Leadership	24 Ch 12: Leadership CE Article(s) for Leadership	26 Ch 12: Leadership Team Projects	DUE: 2/23 11:30 p.m. CE Article(s) for Leadership, Canvas Discussion Board (graded). (2 PI) DUE: 2/27 11:30 p.m. Post team minutes to Canvas. (1PI) DUE: 2/28 11:30 p.m. CATME.org Team Evaluation, and Canvas CATME survey. (2PI)

6 March	1	3	5	DUE: 3/2 11:30 p.m. CE Article(s) on Human Resource Mgmt. (graded) Discussion Board. (2 PI) DUE: 3/4 noon: 5 Teams' PPTs Emailed to Mrs. Kane. DUE: 3/4 11:30 p.m. Post Company Team Reports to Canvas. DUE: 3/7 11:30 p.m. CATME.org Team Evaluation, and Canvas CATME survey. (2PI)
	Ch 10: Human Resources Management	Ch 10: Human Resources Management CE Article(s) on Human Resource Mgmt.	3 Teams present (#1) All Company team reports due. Review for Exam	
7	8	10	12	DUE: 3/14 11:30 p.m. CE Article(s) Strategic Planning & Mgmt (graded) Discussion Board. (2 PI)
	Exam I Ch 1, 2, 10, 12, 14 and Keirse See syllabus for rules, policies, and procedures.	Ch 4: Planning & Strategic Management	Ch 4: Planning & Strategic Management	
8	15	17	19	DUE: 3/20 11:30 p.m. Post team minutes to Canvas. (1 PI) DUE: 3/21 11:30 p.m. CATME.org Team Evaluation, and Canvas CATME survey. (2PI)
	Ch 4: Planning & Strategic CE Article(s) on Strategic Planning & Management	Ch 8: Organization Structure	Team Projects	
9	22	24	26	DUE: 3/27 11:30 p.m. Post team minutes to Canvas. (1 PI) DUE: 3/28 11:30 p.m. CATME.org Team Evaluation, and Canvas CATME survey. (2PI)
	Ch 8: Organization Structure Quiz # 2 (4, 8)	Ch 9: Organizational Agility	Ch 9: Organizational Agility Teams Projects.	
10	29	31	2	DUE: 3/28 11:30 p.m. CE Articles for Agility Canvas Discussion Board (graded). (1PI) DUE: 3/20 11:30 p.m. Post team minutes to Canvas. (1 PI) DUE: 4/4 NOON: 5 Teams' PPTs emailed to Mrs. Kane DUE: 4/4 11:30 p.m. Company Team Report posted to Canvas (1PI)
	Ch 9: Organizational Agility CE Articles for Agility	Ch 5: Ethics, Corporate Responsibility, Sustainability	Ch 5: Ethics, Corporate Responsibility, Sustainability Teams Projects.	
11 April	5	7	9	DUE: 4/9 11:30 p.m. All CATME Team Evaluations and Canvas CATME survey. (2PI)
	3 Teams present (#2)	Ch 5: Ethics, Corporate Responsibility, Sustainability	Exam II Ch 4, 5, 8, 9,	

12	12	14	16	DUE: 4/15 11:30 p.m. CE Articles for Managerial Decision Making, Canvas Discussion Board (graded). (2PI)
	Ch 3: Managerial Decision Making	<i>Ch 3: Managerial Decision Making</i>	Ch 3: Managerial Decision Making Read assigned CE Article(s) for Managerial Decision Making	
13	19	21	23	DUE: 4/22 11:30 p.m. CE Articles for Managerial Control, Canvas Discussion Board (graded). (2PI)
	Ch 6: International Management	<i>Ch 6: International Management</i> Quiz #3 (3, 6)	Ch 16: Managerial Control	
14	26	28	30	
	Ch 16: Managerial Control	Ch 13: Motivating for Performance	UNC Charlotte's Day of Remembrance	
15 May	3	5-Last Day	7-Final Exams	We will follow the University policy on Final Exams, when it is published. You will be expected to take the Final Exam at the date & time the University assigns our class' Final Exam period.
	Ch 13: Motivating for Performance	Quiz #4 (13, 16) Final Exam Review		
14	10-Final Exams	12-Final Exams	Final Exam <i>Ch 3, 6, 13, 16 & cumulative material. Final Exam is ~20% cumulative-topics will be announced in class.</i>	We will follow the University policy on Final Exams, when it is published. You will be expected to take the Final Exam at the date & time the University assigns our class' Final Exam period.

Professional Contributions, Conduct, and Image Grade (PI) is based on the example criteria below, AND the activities assigned during the semester that correlate to these and the learning objectives of the course.

CATEGORY/ Points:	75-100% Examples	70-74% Examples	66-69% and below Examples	0-65% Examples
Respect for Others <i>Ability to work well with others: social skills</i> <i>This includes actions in class, in group interactions, or with professor interactions outside of class.</i>	All statements and/or responses were respectful and were in appropriate language. Professionalism at its best. Student never disrupted those around them during class by doing non-class work or by the way they used electronic devices.	Statements and/or responses were respectful and used appropriate language, but professionalism could be polished. Student enters class late, and allows door slam behind them.	Most statements and responses were respectful and in appropriate language, but professionalism needs some work. Student enters class late, and allows door to slam behind them, and/or is disruptive to others as they take their seat.	Statements and/or responses displayed disrespect, sarcasm or belittled classmates and/or professor. Student enters class late, and allows door to slam behind them, and is disruptive to others as they take their seat, more than once.
Preparedness <i>Motivation, drive, managing expected responsibilities.</i> <i>Contribution to course and an effective learning environment for all.</i>	It was clearly evident to the professor that the student was prepared via knowing syllabus, assigned reading material, thoughtful discussion and/or level of questioning. If an excused absence was necessary it was excused, and the student accepted responsibility to catch up with work	The professor suspects the student has prepared for class, though the student has not made it evident. The student can answer questions in depth and/or make reference to material read, if called on. Work was not exemplary and/or student did not take responsibility for material and work missed during his/her absence.	The student is often prepared, but not always. Work was late or low in quality. Student did not follow syllabus or University policies.	The student is often unprepared or absent. Student was sometimes missing in action with no communication with the professor.
Listening Skills	Student actively listens when others talk, both in groups and in class. Student incorporates or builds off of the ideas of others. Student completes assignments according to oral instructions when appropriate.	Student listens sometimes when others talk, both in groups and in class, sometimes seems to be otherwise engaged on their computer or other work.	Student does not listen when others talk, both in groups and in class. Student seems to 'hide' behind computer screen or other personal device.	Student does not listen when others talk, both in groups and in class. Student often interrupts when others speak. Student interjects questions or topics not in line with class discussion.
Quality of Work <i>Perseverance</i> <i>Initiative</i> <i>Creativity</i> <i>Ethical sensitivity</i>	Provides work of the highest quality that reflects this student's best effort; student takes pride in the outcome.	Provides high quality work that often reflects this student's best effort. Usually takes pride in the outcome.	Provides work that occasionally needs to be checked or redone. Work reflects some effort. Student asks for assistance without having applied previous assistance.	Provides work that usually needs to be checked or redone. Work reflects very little effort
Promptness <i>Time management</i>	Student is always prompt and/or regularly attends class. All Student's assignments are completed on time.	Student is late to class once every two weeks and/or regularly attends class. Student late assignments were less than 5%.	Student is late to class more than once every two weeks and/or regularly attends class. Student late assignments were more than 10%.	Student is late to class more than once a week and/or has poor attendance of class. Numerous assignments were late.

NOTE: The evaluations from your team members regarding your efforts on the Team Project will play your professional contribution and image score, too.

A courtesy reference: This is a list of the topics in the rest of the syllabus, in the order in which they appear.....

**Note to my students: INSTRUCTOR PHILOSOPHY
Fair, Accessible Classroom Communication Process**

READ THIS SYLLABUS

READ YOUR TEXTBOOKS!

READ ASSIGNMENTS BEFORE CLASS

CREDIT HOURS AND STUDENT WORK FOR THIS COURSE

NETWORK WITH YOUR PEERS

STUDENT WORK LOAD FOR THIS COURSE

YOUR POSITIVE PARTICIPATION

ORDERLY AND PRODUCTIVE CLASSROOM CONDUCT

DISABILITY

DIVERSITY AND INCLUSION

NON-DISCRIMINATION IN THE CLASSROOM

SEXUAL HARASSMENT IS PROHIBITED IN ALL COMMUNICATIONS

FACUTLY TARDINESS

TITLE IX REPORTING OBLIGATIONS

PREFERRED GENDER PRONOUN

HATS

TOBACCO POLICY

COMPUTER CORDS

TAKE NOTES BY HAND FOR BETTER COMPREHENSION

COMPUTER USE and PHONE USE

CELL PHONE, AND ALL PERSONAL ELECTRONIC COMMUNICATION DEVICE ALERT

FORMAT EMAILS AND LABEL ELECTRONIC FILES CORRECTLY

NOTE: Good communication habits formed while at the Belk College of Business will help you distinguish yourself among your peers in the business world.

EXPECT ME TO REPLY TO YOU IN 24 HOURS

LATE WORK

MAKE UP EXAMS OR QUIZZES

QUIZZES

EXAM AND QUIZ DAY

OVERVIEW: QUIZ & EXAM RULES (1)

EXAM AND QUIZ RULES (not all inclusive) (2):

FINAL EXAM SCHEDULE

READING DAY

FINAL EXAM CONFLICT

ACADEMIC INTEGRITY

WARNING: KNOW WHAT PLAGIARISM IS, AND AVOID IT

PREVENT ACADEMIC INTEGRITY VIOLATIONS, INCLUDING PLAGIARISM

UNIVERSITY POLICY ON COURSE WITHDRAWALS

FINAL GRADES

WRITTEN ASSIGNMENTS: GRADING, SCORING CRITERIA

IDENTIFICATION

EARLY ALERT, MID TERM GRADES

HOMEWORK ASSIGNMENTS

RELIGIOUS ACCOMMODATION

TEAM PROJECT (when part of the course)

TAPE RECORDING IS NOT ALLOWED

DATE OF LAST ATTENDANCE

WEATHER

INSTRUCTOR'S ABSENCE OR TARDINESS

STUDENT ABSENTEEISM OR TARDINESS (normal circumstances)

COPYRIGHT OWNERSHIP OF COURSE MATERIALS

MENTAL HEALTH SERVICES

COVID-19 PROTECTION RELATED POLICIES

FACE COVERINGS REQUIRE in CLASSROOMS AND LABS

To clearly set forth a policy on absenteeism during COVID-19:

Students are expected to attend every class and remain in class for the duration of the session when it is safe to do so in accordance with university guidance regarding COVID-19.

Do not come to class if you are sick.

If you are sick

If you have been exposed to COVID-19

To return to class after being absent due to a COVID-19 diagnosis or due to a period of self-quarantine

FERPA Notification

Food Insecurity Statement

Resources available to you

University Center for Academic Excellence

UNC Charlotte Writing Resource Center

Counseling Center at UNC Charlotte

J. Murrey Atkins Library.

Police & Public Safety

NinerParatransit

LiveSafe app

Office of Disability Services.

Veteran Student Services Office

What is NinerCare?



How we manage our class

Class policies, practices, & other helpful information for Spring 2021 (1.11.2021)

This was designed for face-to-face classes; some parts have been shadowed out for our online course.

This syllabus contains the policies and expectations I have established for this course. Please read the entire syllabus carefully before continuing in this course. These policies and expectations are intended to create a productive learning atmosphere for all students. Unless you are prepared to abide by these policies and expectations, you risk losing the opportunity to participate further in the course.

You are responsible for material covered in class.

The standards and requirements set forth in this syllabus may be modified at any time by the course instructor. Notice of such changes will be by announcement in class [or by written or email notice] or by changes to this syllabus posted on the course website in Canvas.

Note to my students: INSTRUCTOR PHILOSOPHY

This course material is a beneficial support to your academic endeavors and may be a prerequisite for other courses, perhaps in your major. In it we will build a body of knowledge that is needed to support those courses and your general understanding of how businesses works, how organizations function (plan, organize, communicate, make decisions, control, innovate, adapt, succeed or fail)-historically and today. My hope is the way this course is put together,

- if you read the assigned course material before class,
- do the assigned work on time,
- and engage in our class lecture and discussions,

the topic will come alive, stimulate your thinking, and advance your independent critical thinking. Together our efforts can help you successfully exit from this course with knowledge and deepen your understanding of organizations, the environments around them, and the people in them.

My goal is to help you learn this course material. I am here to be a resource to you. I will come to each session prepared to offer you relevant material that will help you to be a clear and effective problem solver. With your help and positive participation, we will create a professional learning environment in the classroom where everyone is respected and ideas lead to meaningful discussions that will offer you valuable insight to the issues that face today's managers.

Fair, Accessible Classroom Communication Process

Faculty are responsible for the management of the classroom. My efforts are intended to allow our classroom to thoughtfully stimulate your thinking and inclusively energize everyone's participation in discussions including respectful differences of opinions. This means keeping the environment free of rudeness, incivility, and disruption. Our conversations should be relevant to the course and University experiences, respectful of class time limits, offer high quality ideas and expressions, and equitable opportunities for everyone,-all done in an orderly fashion.

Whew! That is a lot to balance in a large class. Which is why I ask students to make and use name cards, and generally expect students to raise their hands to be called upon during discussions. And it is why I'll sometimes

ask students who frequently participate to wait to respond until we've tried to get a variety of students to participate, too. It is a way to encourage both introverts and extroverts in participative learning.

READ THIS SYLLABUS

Read it all the way through; I will expect that you have which means I'll depend on you to know how we manage the class, what the policies are for attendance, assignments, quizzes, exams, absences, behaviors in class, and processes we follow.

READ YOUR TEXTBOOKS!

A prudent student knows employers aren't going to let you look everything up on-line for each decision you face and projects they assign you on the job; they will expect you to bring knowledge, wisdom and effective skills to the workplace. If you leave that knowledge untapped while you are in college you have paid dearly for something you did not access and will not be able to use-and the student sitting beside you who did, will be more competitive than you in the workplace.

You would not buy a full tank of gas for your automobile and then drive away only having put 50% of it in your automobile. Don't leave valuable education you purchased in the form of tuition paid, frivole away (lost). Read (not skim) your assignment well in advance of the class so you can follow, be meaningfully engaged, participate and learn for a lifetime. If you only attend lectures without reading, skim the reading material or wait until after the lecture you are leaving value you paid for unused -value you paid for in tuition and interest, too, if you are using student loans to pay for your education.

READ ASSIGNMENTS BEFORE CLASS

If you do not understand concepts in the readings, please ask questions in class or contact the instructor. Reading material prior to class will allow you to absorb much more meaning from your time in class, and more value from the course overall as you prepare for your career.

Read the syllabus all the way through, and before you leave each class in preparation for the next week; it will help you identify questions you may have that will assist you in understanding how to plan well.

CREDIT HOURS AND STUDENT WORK FOR THIS COURSE

This 3 credit course requires 3 hours of classroom or direct faculty instruction and a minimum of 6 hours of out-of-class student work each week for approximately 15 weeks. It is recommended you plan to spend 6-9 hours a week as you start out the semester and determine if you need to spend 6 or more hours a week on the course after that. Out-of-class work may include but is not limited to: required reading, library research, team projects, written assignments, presentations, attending outside activities to fulfill a written assignment, and studying for quizzes and exams.

NETWORK WITH YOUR PEERS

In this classroom there will be people with amazing experiences in life, knowledge about countries and nations and topics you presently know nothing about, and skills and abilities you can learn from. And all of this is just sitting in a chair next to you; but you will never be able to access this added-value to your course topic if you don't get to know your classmates. I will promote activities in class that will help

'break the ice' but it is really up to each of you to make the time in my class a fully enriching experience. Make each class day count: talk to your neighbor and move around the class during the semester. Introduce yourself to other students, get to know them, and let them get to know you. In the global workplace you will soon become a part of you will be glad you learned networking skills and the added understanding it offers you.

STUDENT WORK LOAD FOR THIS COURSE

This three (3) credit course requires three (3) hours of classroom or direct faculty instruction and six to nine (6 to 9) hours of out-of-class student work each week for approximately 15 weeks. Out-of-class work may include but is not limited to: required reading, library research, written assignments, group projects, and studying for quizzes and exams.

YOUR POSITIVE PARTICIPATION

Your positive participation in class is welcome, anticipated and expected. Attending class is expected, and completing the assignments can create a base of knowledge for you to draw from for years. A significant amount of learning will occur from class discussions and information disseminated in class. Missing class will mean you miss vital information. This is a course where you can build skills to help you to be successful in your college career and in your professional pursuits.

ORDERLY AND PRODUCTIVE CLASSROOM CONDUCT

I will conduct this class in an atmosphere of mutual respect. I encourage your active participation in class discussions. Each of us may have strongly differing opinions on the various topics of class discussions. The conflict of ideas is encouraged and welcome. The orderly questioning of the ideas of others, including mine, is similarly welcome. However, I will exercise my responsibility to manage the discussions so that ideas and argument can proceed in an orderly fashion. You should expect that if your conduct during class discussions seriously disrupts the atmosphere of mutual respect I expect in this class, you will not be permitted to participate further.

DISABILITY

If you have a disability that qualifies you for academic accommodations, please provide a letter of accommodation from the Office of Disability Services in the beginning of the semester. (Students in this course seeking accommodations to disabilities must first consult with the Office of Disability Services and follow the instructions of that office for obtaining accommodations.) For more information regarding accommodations, please contact the Office of Disability Services at 704-687-4355 or stop by their office in 230 Fretwell.

DIVERSITY AND INCLUSION

This is a learning environment in which differing opinions are often based on differing experiences, upbringing and beliefs. We can learn from each other as you prepare to be part of a global workforce; take advantage now in the classroom on in your campus experience to see all sides of an issue, meet all types of people, even if it means you must move out of your comfort zone to do so. Sometimes the best way to do this is to listen rather than speak, open your mind, observe, and consider all that you can absorb.

The Belk College of Business strives to create an inclusive academic climate in which the dignity of all individuals is respected and maintained. Therefore, we celebrate diversity that includes, but is not limited to ability/disability, age, culture, ethnicity, gender, language, race, religion, sexual orientation, and socio-economic status.

NON-DISCRIMINATION IN THE CLASSROOM

All students and the instructor are expected to engage with each other respectfully. Unwelcome conduct directed toward another person based upon that person's actual or perceived race, actual or perceived gender, color, religion, age, national origin, ethnicity, disability, or veteran status, or for any other reason, may constitute a violation of University Policy 406, The Code of Student Responsibility. Any student suspected of engaging in such conduct will be referred to the Office of Student Conduct.

SEXUAL HARASSMENT IS PROHIBITED IN ALL COMMUNICATIONS

All students are required to abide by the UNC Charlotte [Sexual Harassment Policy](https://legal.uncc.edu/policies/up-502) (<https://legal.uncc.edu/policies/up-502>) and the policy on [Responsible Use of University Computing and Electronic Communication Resources](https://legal.uncc.edu/policies/up-307) (<https://legal.uncc.edu/policies/up-307>). Sexual harassment, as defined in the UNC Charlotte Sexual Harassment Policy, is prohibited, even when carried out through computers or other electronic communications systems, including course-based chat rooms or message boards.

FACUTLY TARDINESS

If I am late in arriving to class, you must wait a full 20 minutes after the start of class before you may leave without being counted absent, or you must follow any written instructions I may give you about my anticipated tardiness.

TITLE IX REPORTING OBLIGATIONS

Re: incidents of sexual harassment, sexual assault, dating violence, domestic violence, or stalking:

UNC Charlotte is committed to providing an environment free of all forms of discrimination and sexual harassment, including sexual assault, domestic violence, dating violence, and stalking. If you (or someone you know) has experienced or experiences any of these incidents, know that you are not alone. UNC Charlotte has staff members trained to support you in navigating campus life, accessing health and counseling services, providing academic and housing accommodations, helping with legal protective orders, and more.

Please be aware that all UNC Charlotte employees, including faculty members, are expected to relay any information or reports of sexual misconduct they receive to the Title IX Coordinator. This means that if you tell me about a situation involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, I am expected to [report the information to the Title IX Coordinator](#). Although I am expected to report the situation, you will still have options about how your case will be handled, including whether or not you wish to pursue a formal complaint. Our goal is to make sure you are aware of the range of options available to you and have access to the resources you need.

If you wish to speak to someone confidentially, you can contact the following on-campus resources, who are not required to report the incident to the Title IX Coordinator: (1) University Counseling Center (counselingcenter.uncc.edu, 7-0311); or (2) Student Health Center (studenthealth.uncc.edu, 7-7400). Additional information about your options is also available at titleix.uncc.edu under the "Students" tab.

PREFERRED GENDER PRONOUN

This course affirms people of all gender expressions and gender identities. If you prefer to be called a different name than what is indicated on the class roster, please let me know. Feel free to correct me on your preferred gender pronoun. If you have any questions or concerns, please contact me.

HATS

No hats please, except for religious or medical purposes. Professional business etiquette applies to our classroom. And absolutely no hats during quizzes or exams-professional image points will be lost for failing to remove a hat for quizzes or exams.

TOBACCO POLICY

No tobacco or tools, or electronic cigarettes are to be used in class. Electronic cigarettes are to be placed in bags separate from your person for safety, NOT in your pants or on the desk.

COMPUTER CORDS

To create a safe environment for everyone, laptop computers must be run on batteries or plugged directly into an outlet at the student's immediate seat location without crossing any walking path at any time. Plan to rely on a battery for your laptops. No electrical cords may be placed in any walkway or walking path at any time in our classroom. (If this occurs and I have to remind you of this it will result in a reduction of your professional image grade.)

TAKE NOTES BY HAND FOR BETTER COMPREHENSION

Take Notes by Hand for Better Long-Term Comprehension: Studies show this is true:

Source: <http://www.psychologicalscience.org/index.php/news/releases/take-notes-by-hand-for-better-longterm-comprehension.html#>

Abstract: "Taking notes on laptops rather than in longhand is increasingly common. Many researchers have suggested that laptop note taking is less effective than longhand note taking for learning. Prior studies have primarily focused on students' capacity for multitasking and distraction when using laptops. The present research suggests that even when laptops are used solely to take notes, they may still be impairing learning because their use results in shallower processing. In three studies, we found that students who took notes on laptops performed worse on conceptual questions than students who took notes longhand. We show that whereas taking more notes can be beneficial, laptop note takers' tendency to transcribe lectures verbatim rather than processing information and reframing it in their own words is detrimental to learning."

Abstract:

<http://pss.sagepub.com/content/early/2014/04/22/0956797614524581.abstract>

I prefer you take notes by hand given research and my experience with students' performance levels. Students using a computer and the professor must be able to interact visually unencumbered by the computer screen. Should the professor feel the student is not using the computer for note taking, is disrupting others by their computer use, or if the student is not effectively participating in class processes, the student will be asked to cease their use of the computer up to and including complete elimination of the computer for the remainder of the semester (this will also result in a reduced Professional Image grade). In our class, appropriate computer use is allowed but is subject to being disallowed.

COMPUTER USE and PHONE USE

Computers may be used, in accordance with policies in this syllabus. Students are permitted to use computers during class for note-taking and other class-related work only.

Those using computers during class for work not related to that class must leave the classroom for the remainder of the class period

We have large class sizes; if I determine you are not engaged with our course and it appears to be due to your electronic device use or performing other tasks at your desk, or that you have disrupted those around you as you use an electronic device or in the performance of non-current class related tasks, I may make a note of it and alert you by email or in person at a later time as I may choose not to disrupt class to remind you to comply with class policy.

Students who feel another student's use of a cell phone or computer is distracting should feel free to notify me to report this. I want all students to have a distraction-free learning environment.

Those using computers during class in a way that distracts them from engaging with the class material and discussions, or appear to me to be creating a distraction for those around them, a) may be asked to put the device away (see above note); b) will incur a reduction of professional contribution and image points, will likely be instructed to leave the class for the rest of the period.

CELL PHONE, AND ALL PERSONAL ELECTRONIC COMMUNICATION DEVICE ALERT

The non-class use of cell phones, smart phones, or other mobile communication devices is disruptive, and is therefore prohibited during class. Except in emergencies, those using such devices must leave the classroom for the remainder of the class period.

Turn off and remove cell phones and other personal electronic devices (PED) from view during class. Just as it is your responsibility to safely and legally park your automobile for safekeeping during the time you are in class, the same is expected of the care you extend toward your cell phones and PEDs. If your cell phone or PED makes an audible noise during class it is considered by this instructor to be an avoidable, disrespectful disruption. NEVER answer your cell phone in this class. If you feel extenuating circumstances create a special exception for you, see the instructor before class time. Rare (advance) exceptions may be made. Minimum punishment for ringing cell phones: Reduced professionalism grade and/or dismissal for the rest of the class period. Maximum: Phone confiscation.

FORMAT EMAILS AND LABEL ELECTRONIC FILES CORRECTLY

Format Your Email messages, please: Help me reply to you quickly, by understanding the purpose of your communication. Use a clear subject line, proper grammar and punctuation in your messages so I may best help you, fast. (Text messaging codes are not acceptable.) Also remember, being courteous helps you be understood. Here are examples:

Email Subject Line Course/section number, topic (Example: MGMT3260 Case 1)

Formal Grammar Professional, formal grammar, spelling and punctuation is expected in all email messages to reflect the professionalism you will be expected to demonstrate in your career-and it makes it much easier for me to understand your communications with me.

Signature Block Your email signature block can be helpful to others trying to contact you. It is suggested you consider including information such as: Name, Email Address, Phone number-but only if you wish to do so. Please ask me if you have questions about this.

Attached Files When you send files to me for assignments, they must be correctly names in order for me to make sure I give you credit, and to help me efficiently manage many student files.

File name: Electronic *files* must be named in the following format in order to receive credit:

Assignment name, YourLastname YourFirstname (or team members' last names)

Example: Case 1 Kane Cheryl

Electronic Copy (ec) versions will only be accepted in Microsoft WORD®, Excel® or PowerPoint®.

NOTE: Good communication habits formed while at the Belk College of Business will help you distinguish yourself among your peers in the business world.

EXPECT ME TO REPLY TO YOU IN 24 HOURS

Expect a reply from the instructor within 24 hours to voice mails and emails M-F. If you don't, it may mean it was not received or was accidently missed. Please, re-contact me and bring this to my attention.

LATE WORK

Assignments are due at the start of class. Late homework is not graded (exception: a documented excused absence). Late major assignments will be accepted with the following consequences: A deduction of 25% per day from the final grade (items turned in after the start of class on the due date is counted as late).

MAKE UP EXAMS OR QUIZZES

There are generally no makeup exams or quizzes. There will be one extra credit assignment announced early in the semester for quizzes (if this course has quizzes) with a date by which is will be due. The points will approximate the points on one quiz. You may elect to complete that one extra credit assignment in lieu of an excused quiz (documented and approved by me). Any extra points earned in the quiz grade category do not carry over to other grade categories, they are simply not used in calculating your final grade.

QUIZZES

These may or may not be announced in advance. The material covered in them will be the reading material assigned for the class period in which the quiz is given and material covered since the last quiz. The format of questions will include true/false, multiple choice and/or short answer. No makeup quizzes will be given without an excused absence from the Dean of Students' office.

EXAM AND QUIZ DAY

Students arriving late on Exam and Quiz days will not be admitted once the quiz or exam period has started (which is generally at the very start of class). Come prepared to sit for the entire quiz or exam without leaving during the exam. All book bags and electronic devices are to be placed at the perimeter of the room, not at your seat. Be fully in place with book bags at the perimeter of the room and ready to start

the exam at the start of Exam day class period. Once a quiz is complete, the class door will be opened and tardy students may enter and participate in the rest of the class.

OVERVIEW: QUIZ & EXAM RULES (1)

- Students are not allowed to leave the room during the testing period. If you must your exam will be collected and not returned for completion.
- Be fully prepared to take the exam at the start of class: writing tools, tissues, or other things you need during the exam must be out and visible prior to the start of testing. If you access your book bag or pockets during the exam you may become subject to being charged with attempting to (cheat).
- Keep your eyes on your exam – if the instructor believes you are viewing or attempting to view others' exams or other resources, you are subject to charges of cheating.
- You are responsible for your exam-keep it protected from the view of others at all times.
- If you have a questions during the testing period raise your hand-do not get out of your seat. Communicate with the professor privately.

EXAM AND QUIZ RULES (not all inclusive) (2):

- Be on time to avoid forfeiting the opportunity to take the exam.
 - If you have a question during the exam raise your hand and the instructor will come to you. DO NOT LEAVE YOUR SEAT. Communicate with the professor privately. If you leave your desk your exam is likely to be taken up and not returned to you for completion.
- You should plan NOT to have to leave to use the restroom until the examination is complete.
- Hats must be removed accept for religious accommodation.
- No electronic devices are allowed during an exam: No multiple function watches, cell phones, etc. are allowed during the exam; leave these in your personal belongings off your person and away from you; book bags must be put against the walls away from seating; if you don't have a book bag items may be brought to the front of the class until the quiz/exam is over. IF any electronic device is discovered to be on your person during a quiz or exam a failing grade will be given for that quiz/exam.
- If a calculator is needed during the exam it should be of the simplest kind: no/limited memory, NO internet capacity, and prior approval is needed by the professor 24 hours in advance of the exam. NO approvals will be granted less than 20 minutes before the exam.
 - It is your responsibility to make every effort to protect your answers from the view of others.

FINAL EXAM SCHEDULE

UNC Charlotte's Policy is at: <http://www.registrar.uncc.edu/calendars/exam.htm>. We follow it. Alternative arrangements should not be expected to be made for personal reasons-the final exam period has been established on the 5-Year Academic Calendar.

READING DAY-University Policy all Faculty must adhere to

- Reading day is your day to study and prepare for your exams. You will not have exams or required activities on this day.

FINAL EXAM CONFLICT

- It is the policy of the University that students having three exams on the same day should be allowed to reschedule the middle exam.
- A make-up exam is arranged by mutual agreement between the instructor and the students.
- If a student has two exams scheduled for the same day and time, a make-up exam is arranged by mutual agreement between the student and one of the course instructors.
- If you have an exam conflict, you may submit this [Final Examination Conflict Form](#).
- View the [University Policy 202, Final Examinations](https://ninercentral.uncc.edu/courses-registration/exam-schedules)

ACADEMIC INTEGRITY <http://unccdso.uncc.edu/org/officeofstudentconduct/Integrity>

I will hold you to as high an academic standard as the University policies allow.

- Do not cheat in my class; the consequence/punishment will be severe.
- Do not allow others to cheat in my classes- they diminish the value of your degree. Report it.
- Do not submit others' material cited as your own (or not cited); the punishment will be as severe as allowed.
- Do not accept team members' work if you do not fully believe it to be their work; the punishment may be severe for the whole team.
- During an exam if you have a question, raise your hand for me to assist you. **DO NOT DISCUSS ANYTHING WITH ANYONE EXCEPT ME DURING AN EXAM. IF YOU DO, THE CONSEQUENCES ON YOUR GRADE CAN BE SEVERE.**

Students are responsible to know and observe the requirements of [The UNC Charlotte Code of Student Academic Integrity](https://legal.uncc.edu/policies/up-407).

This code forbids cheating, fabrication or falsification of information, multiple submissions of academic work, plagiarism, abuse of academic materials, and complicity in academic dishonesty. Any special requirements or permission regarding academic integrity in this course will be stated by the instructor, and are binding on the students.

Academic evaluations in the course include a judgment that the student's work is free from academic dishonesty of any type; and grades in this course therefore should be and will be adversely affected by academic dishonesty.

Students who violate the code can be expelled from UNC Charlotte. **The normal penalty for a first offense is zero credit on the work involved and further substantial reduction of the course grade. In almost all cases, the course grade is reduced to F.** Copies of the code can be obtained from the Dean of Students Office. Standards of academic integrity will be enforced in this course.

The following are considered violations of the Code:

1. Use of any calculator except a 4-function calculator during quizzes or exams.
2. Use of a cell phone or any programmable device during quizzes or exams, or any time while quizzes or exams are in your possession.
3. Not having all notes put away, completely out of sight, during all quizzes and exams. (If notes are not put away, it will be **assumed** that the student intentionally kept the notes out with the intent of using them on the quiz or exam.)

4. Copying your or another student's answers from any current semester course assignment.
5. Copying your or another student's answers from any previous course assignment for this course.
6. Collaborating on any take-home assignments, cases or quizzes with anyone other than the instructor and the Writing Resource Center staff or other UNC Charlotte learning center staff.
7. Having or allowing another student to complete any on-line assignment.
8. Using a secondary on-line source for answers to assignments, cases, quizzes or exams.
9. Each group for the semester group project should work independently of all other groups.
10. Collaboration with other groups is not permitted.
11. Allowing another student to copy your work/quiz answers/exam answers - this is called "complicity" and makes you an accomplice.
12. Removing an exam from the classroom or attempting to copy the exam questions.
13. Not reporting another student that you know is cheating – another type of complicity.
14. Any other act of dishonesty.

Students are expected to report cases of academic dishonesty to the instructor.

WARNING: KNOW WHAT PLAGIARISM IS, AND AVOID IT

Each semester it seems students incur the penalty of an "F" on a major assignment grade and become subject to a grade of "F" in my courses as a result of simple sloppy and/or careless note taking and report writing. Slothfulness during research in absolutely no way absolves you from the factual outcome of plagiarism: submitting someone else's work as your own. Insufficient citation, egregious paraphrasing, and cutting and pasting of electronic information cited but submitted without quotation marks all make you subject to severe penalties on both your work in my class and on your academic records. Don't waste your time being sloppy, careless, or attempting to be clever in slacker-like paraphrasing; it will cost you too dearly in points, course grade, and your damaged reputation.

Anything you produce had better be your own material, or be properly cited. This includes anything you turn in: PowerPoint presentations, oral presentations, homework and written reports.

When conducting research for assignments use care to document your sources accurately. Particularly during electronic searches if you "cut and paste" information that later is turned in as your own work you have committed a violation of the UNCC Honor Code. Use care and take steps to ensure that the work you turn in is your own, not that of others. Cite your sources using APA format. **Violators will be charged according to the UNCC Honor Code.**

Other sources for clarification and instruction: <http://copyright.uncc.edu>
http://copyright.uncc.edu/students/copyright_or_plagiarism.php

PREVENT ACADEMIC INTEGRITY VIOLATIONS, INCLUDING PLAGIARISM

All students are required to read and abide by the Code of Student Academic Integrity. Violations of the Code of Student Academic Integrity, including plagiarism, will result in disciplinary action as provided in the Code. Definitions and examples of plagiarism are set forth in the Code. The Code is available from the Dean of Students Office or [online: https://legal.uncc.edu/policies/up-407](https://legal.uncc.edu/policies/up-407).

Faculty may ask students to produce identification at examinations and may require students to demonstrate that graded assignments completed outside of class are their own work.

As a condition of taking this course, papers that the instructor in good faith suspects are in whole or in part plagiarized may be subject to submission for textual similarity review to [SimCheck](#) or another service for the detection of plagiarism. Such works will be included as source documents in the SimCheck or other plagiarism detection service reference database solely for the purpose of detecting plagiarism of such papers. No student papers will be submitted to SimCheck or other plagiarism detection service without a student's [written consent and permission](#). If a student does not provide such written consent and permission, the instructor may: (i) require a short reflection paper on research methodology; (ii) require a draft bibliography prior to submission of the final paper; or (iii) require the cover page and first cited page of each reference source to be photocopied and submitted with the final paper.

UNIVERSITY POLICY ON COURSE WITHDRAWALS

Students are expected to complete all courses for which they are registered at the close of the add/drop period. If you are concerned about your ability to succeed in this course, it is important to make an appointment to speak with me as soon as possible. The University policy on withdrawal allows students only a limited number of opportunities available to withdraw from courses. It is important for you to understand the financial and academic consequences that may result from [course withdrawal](#).
<https://provost.uncc.edu/policies-procedures/academic-policies-and-procedures/withdrawal-and-cancellation-enrollment-policy>

FINAL GRADES

Final grades will be posted on the UNC Charlotte web site (www.uncc.edu). Final exam scores are often not available until the next semester starts, due to time constraints in getting final grades posted at the end of the semester.

WRITTEN ASSIGNMENTS: GRADING, SCORING CRITERIA

Grading criteria for oral and written assignments, class participation and professional contribution and image are multifaceted. Always proofread and edit your assignments before turning them in. Prevent the unnecessary loss of points by reading your work aloud; it may help you catch errors which will save you valuable points. Your work will be graded on multiple criteria including but not limited to:

- following instructions
- content and completeness
- organization (direct/indirect style)
- grammar and spelling accuracy
- format requirements
- thoughtful application of knowledge
- creative originality fit to the assignment
- subject/verb agreement, appropriate tone, correct punctuation, conciseness, clarity of the message
- sentence/paragraph length, coherence, word choice, active/passive voice, parallelism, transitions
- not using awkward phrases, euphemisms, dangling expressions; avoiding ambiguity

IDENTIFICATION

Always bring your UNC Charlotte student ID to exams. It may be required to be allowed to take exams or receive credit.

EARLY ALERT, MID TERM GRADES

The UNC Charlotte Provost requires faculty to post mid-term grades that are unsatisfactory at the midterm point in the semester. Our Exam I will likely be the only score available at this date; if it is lower than a 'C' grade I will be required to post it, which will generate a letter to you regarding your grade. I will follow university policy regarding this issue.

HOMEWORK and OTHER ASSIGNMENTS

The assignments to be handed in **must be typed** in order to receive credit and will be due at the beginning of the class period. There will be a few alternative assignments to homework announced in class; they will involve attending events on campus or in the community; these will not work for everyone, they are only an option that may or may not work for you.

RELIGIOUS ACCOMMODATION

UNC Charlotte's Religious Accommodation Policy will be respected and adhered to: "UNC Charlotte must authorize a minimum of two excused absences each academic year for religious observances required by the faith of a student. UNC Charlotte must provide students the opportunity to make up any tests or other work missed due to an excused absence for a religious observance. A "Request for Religious Observances" form that must be filled out by a requesting student and submitted to the instructor for approval prior to the census date for that semester. Please refer to: <http://legal.uncc.edu/policies/ps-134.html>."

TEAM PROJECT (when part of the course)

Teams are generally selected of your own accord. Research using professional journals and current credible business literature will be required. The final product will include a high quality short paper (content) and a team presentation with a handout and visual aids for the class. Further instructions will be given in class.

TAPE RECORDING IS NOT ALLOWED

Electronic video and/or audio recording is not permitted during class unless the student obtains permission from the instructor. If permission is granted, any distribution of the recording is prohibited. Students with specific electronic recording accommodations authorized by the Office of Disability Services do not require instructor permission; however, the instructor must be notified of any such accommodation prior to recording. Any distribution of such recordings is prohibited.

DATE OF LAST ATTENDANCE (for financial aid purposes) when a student fails to earn a passing grade in a course

The United States Department of Education requires UNC Charlotte's Office of Financial Aid to determine if a student who receives financial aid and fails to earn a passing grade in a course has actually attended and/or completed the course. If you earn an F or U grade, your last date of attendance will be reported to the United States Department of Education. *This may require you to pay back any financial aid funds received for this course.*

(For additional information, see [Last Date of Attendance FAQs](#) on the Registrar's website.)

Because I may not take attendance every day for this course, the date I will report as your last date of attendance will be the latest of the following:

- The date you last participated in an online discussion or activity;
- The date you last submitted an assignment/project/test/tutorial/quiz; or
- The date you last initiated contact with me to ask a question about the course or course content.

If you earn an F or U grade, your last date of attendance will be reported to the United States Department of Education. *This may require you to pay back any financial aid funds received for this course.*

WEATHER

Weather: POLICY STATEMENT #13: CAMPUS OPERATION IN ADVERSE WEATHER ORDURING OTHER

UNUSUAL CONDITIONS: The University will operate on its normal schedules unless the Chancellor (or the Vice Chancellor delegate as described herein) publicly announces otherwise. Students, faculty members, and other employees will observe normal schedules unless the University is closed or classes are cancelled by such announcement. When no formal announcement has been made that the University will be closed or classes cancelled, but an individual student, faculty member, or other employee determines that observing the normal schedule would require hazardous travel, and acts on that determination, the following policies shall apply: Students may be allowed to make up the absences, at the discretion of the instructor;

The University Police and Public Safety will be notified to activate a recorded message for inquiries regarding the status of campus weather conditions. Telephone number **704/687-2877**; local media sources for closing information is posted on the website cited earlier in this section. (*The entire weather policy and related media sources for information is available at: <http://www.legal.uncc.edu/policies/ps-13.html>*)

INSTRUCTOR'S ABSENCE OR TARDINESS

If I am late in arriving to class, you must wait a full 20 minutes after the start of class before you may leave without being counted absent, or you must follow any written instructions I may give you about my anticipated tardiness.

STUDENT ABSENTEEISM OR TARDINESS

Students are expected to attend every class and remain in class for the duration of the session. Failure to attend class or arriving late may impact your ability to achieve course objectives which could affect your course grade. An absence, excused or unexcused, does not relieve a student of any course requirement. Regular class attendance is a student's obligation, as is a responsibility for all the work of class meetings, including tests and written tasks. Any unexcused absence or excessive tardiness may result in a loss of participation points.

Class Absence(s): The authority to excuse a student's class absence(s) and to grant a student an academic accommodation (turn in a late assignment(s), provide extra time on an assignment, reschedule an exam(s) etc.) sits with the individual instructor.

Students are encouraged to work directly with their instructors regarding their absence(s). Note: While the Office of Student Assistance and Support Services (SASS) can assist faculty members in the verification of a student's class absence(s) for documented situation related to medical, psychological, personal crisis, or military absences, the final decision for approval of all absences and missed work is determined by the instructor.

The Office of Student Assistance and Support Services (SASS) can provide notification to faculty of emergency situations, when a student is unable to do so and when the office has been made aware of such emergencies. In such situations, the SASS office may also be able to assist with verification of such emergencies, once a student is able to return to classes. The SASS office does not provide verification of absences for car trouble, weather issues, personal activities, work, weddings, vacations, or University-sponsored events. Absences related to such activities should be discussed directly with the faculty member.

Should a student need assistance from the SASS office in verifying an emergency situation, they can submit an [online request form](#) and attach supporting documentation. Please note that students are not required to go through the SASS office at any time regarding absence verification, and the SASS office does not have the authority to excuse absences, allow for make-up work, or provide other academic accommodations.

In cases of absence due to pregnancy or parenting (pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions), students should contact the Title IX Office to obtain absence verification by completing the form at <http://bit.ly/332eaGd>.

COPYRIGHT OWNERSHIP OF COURSE MATERIALS

"My lectures and course materials, including presentations, cases, assignments, tests, exams, outlines, and similar materials, are protected by copyright. I am the exclusive owner of copyright in those materials I create. The textbook authors and publishers own the copyrights to their materials. I encourage you to take notes and make copies of course materials for your own educational use.

However, you may not, nor may you knowingly allow others to reproduce or distribute lecture notes and course materials publicly in any way (email, web site, and photocopy as examples) without the owner's express written consent. This includes providing materials to commercial course material suppliers such as CourseHero and other similar services. Students who publicly distribute or display or help others publicly distribute or display copies or modified copies of an instructor's course materials may be in violation of University Policy 406, The Code of Student Responsibility. Similarly, you own copyright in your original papers and exam essays. If I am interested in posting your answers or papers on the course web site, I will request your written permission." *Note: Copyright protection is not contingent on including a copyright notice on my course materials. The materials are protected as soon as they are created.*

MENTAL HEALTH SERVICES

It is common for college students to experience challenges that may interfere with academic success such as academic stress, sleep problems, juggling responsibilities, life events, relationship concerns, or feelings of anxiety, hopelessness, or depression. If you or a friend is struggling, we strongly encourage you to seek support. Helpful, effective resources are available on campus at no additional cost.

- If you are struggling academically with this class, please visit me during office hours or contact me by email at clkane@uncc.edu.
- Meet with your academic advisor if you are struggling academically in multiple classes, unsure whether you are making the most of your time at UNC Charlotte, or unsure what academic resources are available at UNC Charlotte.
- Visit the Counseling and Psychological Services website at caps.uncc.edu for information about the broad range of confidential on-campus mental health services, online health assessments, hours, and additional information.
- Call CAPS at (704) 687-0311 if interested in scheduling an appointment with a counselor. After-hours crisis support is also available through this phone number.

COVID-19 PROTECTION RELATED POLICIES

FACE COVERINGS REQUIRED in CLASSROOMS AND LABS

It is the policy of UNC Charlotte for the Fall 2020 semester that as a condition of on-campus enrollment, all students are required to engage in safe behaviors to avoid the spread of COVID-19 in the 49er community. Such behaviors specifically include the requirement that all students properly wear [CDC-compliant face coverings](#) while in buildings including in classrooms and labs. Students are permitted to remove face coverings in classroom or lab settings only when I explicitly grant permission to do so (such as while asking a question, participating in class discussion, or giving a presentation) and while at an appropriate physical distance from others. Failure to comply with this policy in the classroom or lab may result in dismissal from the current class session. If the student refuses to leave the classroom or lab after being dismissed, the student may be referred to the Office of Student Conduct and Academic Integrity for charges under the [Code of Student Responsibility](#).

Policy on absenteeism during COVID-19:

Students are expected to attend every class and remain in class for the duration of the session when it is safe to do so in accordance with university guidance regarding COVID-19. Failure to attend class or arriving late may impact your ability to achieve course objectives which could affect your course grade. An absence, excused or unexcused, does not relieve a student of any course requirement. Regular class attendance is a student's obligation, as is a responsibility for all the work of class meetings, including tests and written tasks. Any unexcused absence or excessive tardiness may result in a loss of participation points.

Students are encouraged to work directly with their instructors regarding their absence(s). For absences related to COVID-19, please adhere to the following:

- **Do not come to class if you are sick.** Please protect your health and the health of others by staying home. Contact your healthcare provider if you believe you are ill.
- **If you are sick:** If you test positive or are evaluated by a healthcare provider for [symptoms of COVID-19](#) (https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fabout%2Fsymptoms.html), [complete this form](#) (https://docs.google.com/forms/d/e/1FAIpQLScnkMWw4p79B0yPpzlHGroWUv_y4ZhaDDqRnMS9MZBStMeig/viewform) to alert the University. Representatives from Emergency Management and/or the Student Health Center will follow up with you as necessary, and your instructors will be notified.
- **If you have been exposed** to COVID-19 positive individuals and/or have been notified to self-quarantine due to exposure, [complete this form](#) (<https://docs.google.com/forms/d/e/1FAIpQLScnkMW->

[w4p79B0yPpzlHGroWUv_y4ZhaDDqRnMS9MZBStMeig/viewform](#)) to alert the University. Representatives from Emergency Management and/or the Student Health Center will follow up with you as necessary, and your instructors will be notified.

To return to class after being absent due to a COVID-19 diagnosis or due to a period of self-quarantine, students should submit an [online request form](#) (<https://sass.uncc.edu/services/absence-verification>) (to Student Assistance and Support Services (SASS)). Supporting documentation can be attached directly to the request form and should be from a student's health care provider or the Student Health Center, clearly indicating the dates of absences and the date the student is able to return to class. Instructors will be notified of such absences.

If you are absent from class as a result of a COVID-19 diagnosis or quarantine, as instructor I will do my reasonable best to help you continue to make progress in the course, if you stay in communication with me, and given the context of the course, the percent of completion of the course at the point you were absent in the semester and the percent of the course yet to be completed, and University and Course policies. The final decision for approval of all absences and missed work is determined by the instructor.

FERPA Notification

In establishing [University Policy 402, Student Education Records](#), UNC Charlotte adheres to a policy of compliance with the [Family Educational Rights and Privacy Act of 1974](#), also known as FERPA, a federal law that affords students the following rights with respect to their education records. For details, see the [FERPA Annual Notification](#) posted on the Office of Legal Affairs website. All questions concerning this FERPA Annual Notification may be directed to the attention of the [Office of the Registrar](#).

Food Insecurity Statement

Food insecurity is defined by the USDA as “a lack of access to enough food for an active, healthy life.” Food insecure categories include: reduced caloric intake, reduced food quality, lack of variety in diet, disrupted eating patterns, and hunger. Research shows that college students experience food insecurity at higher rates than the American household rate, and that food insecurity can negatively impact academic performance and persistence. In recognition of this problem, UNC Charlotte offers assistance to students facing food insecurity through an on- campus food pantry. The Jamil Niner Student Pantry (JNSP) is located on the east edge of campus at 1224 John Kirk Road. It has regular hours which may change from semester to semester; please see the website at <https://ninerpantry.uncc.edu/> for schedule and details on its services, as well as resources about hunger and food insecurity among college students.

Resources available to you,

free of further cost (*your tuition & fees paid for these services; use them often to gain value from them.*)

University Center for Academic Excellence: At, <https://ucae.uncc.edu/>, or Colvard 2300, you will find, “TheUCAE consists of six units working in conjunction to attain a singular objective - to provide services, programs, materials, and academic support for students in order to satisfy, retain, and graduate them. Our units are: Tutorial Services, Supplemental Instruction, Building Educational Strengths & Talents (B.E.S.T.), Structured Study Groups, The Learning Lab, and Students Obtaining Success (S.O.S.)”

UNC Charlotte Writing Resource Center: At, <https://writing.uncc.edu/writing-resources-center> and you will find, “**Mission:** Based on the view that knowledge is fundamentally social, the WRC fosters an environment of active, collaborative learning outside the classroom. The WRC provides one-to-one writing instruction to

students, faculty, and staff from first-year to graduate in any discipline. Our goal is not to fix papers, but to develop better writers.”

Counseling Center at UNC Charlotte: At, <https://caps.uncc.edu/> now located in the Christine F. Price Center for Counseling and Psychological Services next to the Student Health Center, the Counseling Center, “supports the academic, personal, and interpersonal development of UNC Charlotte students by providing short-term individual and group counseling, psychological assessment, consultation for faculty, staff, parents, and students, and educational programs to the campus community.” And they “assist students with concerns of a personal nature by helping them develop better coping strategies, resolve conflicts and handle crisis situations. Typical concerns are depression, anxiety and stress, relationship issues, identity development, substance use problems, eating and body image issues.”

J. Murrey Atkins Library. Business Librarian: Angel Truesdale Social Sciences and Business Librarian. Call: [704-687-7928](tel:704-687-7928) | Email: adtruesd@uncc.edu | Visit: Atkins 138E.

Police & Public Safety. Location: 9151 Cameron Blvd. **Emergency:** 704-687-2200 **Non-Emergency:** 704-687-8300

NinerParatransit: 704-687-5636 <https://police.uncc.edu/departments-overview>

LiveSafe app: <https://emergency.uncc.edu/nineralerts/livesafe>

Office of Disability Services.

The Office of Disability Services (DS) is responsible for ensuring access to academic programs and campus facilities for individuals with disabilities. Registration with DS is required for students who wish to receive accommodations. Registration is simple. Learn more about utilizing the support of the Office of Disability Services at: The Office of Disability Services is part of Academic Services. Academic Services at UNC Charlotte enriches the academic community by offering a broad range of initiatives promoting student success, ensuring access, and enhancing the educational experience of all students.

Students or visitors to campus who need accommodations for a public campus event should contact the Office of Disability Services. <http://ds.uncc.edu/>.

Veteran Student Services Office. The mission of the Veteran Student Services Office is the successful transition and retention of veteran students through outreach and advocacy. The Veteran Student Services Office strives to be a onestop-shop for students utilizing Veterans Affairs benefits and any student with prior US Military service. The combining of the tactical responsibilities of the VA certification process with the strategic initiatives related to academic and individual support, advances UNC Charlotte’s historical, and present-day, commitment to our military veterans. UNC Charlotte veterans are served by the Veterans Student Services Office (VSSO) in Barnard 103. The VSSO is part of the Dean of Students Office and joins the Veterans Affairs certification process and the outreach and advocacy functions conducted by the Dean of Students Office. Across the hall from Veteran Student Services is the Veterans Lounge in Barnard 108. <http://unccdsync.com/org/veteranstudentservices>

What is NinerCare? <https://ninerare.uncc.edu/>

NinerCare is a network designed to bring together information in order to identify students who have demonstrated behavior of concern to members of the UNC Charlotte community. This network also allows UNC Charlotte staff and faculty to investigate and then determine if an identified student poses a potential threat to self, others, or the UNC Charlotte community. *NinerCare* helps to develop an objective, coordinated action plan to collect information, assist the student and protect the University community.

How Do I Tell Someone?

- If a student exhibits behavior that indicates an IMMEDIATE DANGER to self or others, call 911 or UNC Charlotte Police and Public Safety at 704-687-2200.
- If a student exhibits disturbing behavior or is disruptive, contact the Dean of Students Office at incidentreport.uncc.edu or 704-687-0345.
- If a student is exhibiting behavior that suggests psychological problems and you seek guidance on how to understand or respond to the behavior, contact the Counseling Center at 704-687-0311.
- Pamphlet: <https://legal.uncc.edu/sites/legal.uncc.edu/files/media/NinerCare%20Folder.pdf>