Section    Day    Start time                Location
001        MW     2:30 p.m. *sharp* to 3:45 p.m.    Colvard 1040

**Professor Kane’s Office Hours:** In person, phone, Zoom

MWF 8:30-9:00 a.m.  Rowe main entrance foyer & Rowe 161
MW       3:45-4:45 p.m.  Colvard 1040
R        4:00-5:30 p.m.  Zoom (Connection in Canvas, “Office Hours”)

*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.*

**Course Description**

*UNC Charlotte 2021-2022 Undergraduate Catalog*

Develop an understanding of the use and influence of communication skills, processes and strategies in effective managerial decision making. A practical approach is employed to develop written, oral, nonverbal, listening, team, conflict, and negotiation skills in organizational situations. **Prerequisite(s):** MGMT 3140 and COMM 3160 with grade of C or above.

**Textbooks**

<table>
<thead>
<tr>
<th>REQUIRED</th>
<th>RECOMMENDED</th>
<th>REQUIRED</th>
</tr>
</thead>
<tbody>
<tr>
<td>By       Veltsos &amp; Hynes</td>
<td>Kolin</td>
<td>Cook &amp; Cook</td>
</tr>
<tr>
<td>Edition: 8th</td>
<td>11th or newer</td>
<td>2nd</td>
</tr>
<tr>
<td>Publisher: SAGE</td>
<td>Cengage</td>
<td>Pearson</td>
</tr>
<tr>
<td>ISBN (hard): 9781544393285</td>
<td>9781337285018</td>
<td>9780137075041</td>
</tr>
</tbody>
</table>

**REQUIRED LICENSE:** CATME STUDENT LICENSE 2818440092077 (only from Campus bookstore) If you purchased one recently for another class it may still be valid-they are good for one year.
COURSE OBJECTIVES

At the completion of this course you should be able, as a manager:

1. Increase your awareness of the importance and value of effective communication practices in organizations.
2. Write clearly, concisely, and convincingly.
3. Create impressive formal presentations that are delivered with confidence and poise.
4. Listen and give and receive feedback effectively.
5. Identify and adjust to the ethical aspects of corporate communications.
6. Understand and negotiate the differences in communication between you and people from other backgrounds.
7. Improve your understanding of the dynamics of group communication.
8. Explore the nature of conflict in organizations and identify strategies for managing it.

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

<table>
<thead>
<tr>
<th>Course Grade Components</th>
<th>Est. Points</th>
<th>%</th>
<th>Yours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exam I</td>
<td>100</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td>Cases (individual work 2 (50 points each)</td>
<td>100</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td>Exam II</td>
<td>100</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td>MC Professional Development Project (MCPDP/CEM) (a)</td>
<td>125</td>
<td>23%</td>
<td></td>
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<tr>
<td>CEM Personalized Purpose Statement (5 pts)</td>
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<tr>
<td>CEM Toastmasters meeting and memo (~600 words) (20 pts)</td>
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<tr>
<td>CEM Book Analysis &amp; Application (50 pts)</td>
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<tr>
<td>CEM Team Presentation (3-4 members; 7-15 minutes) (50 pts)</td>
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<tr>
<td>Professional Contributions &amp; Image</td>
<td>30</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>Exam III</td>
<td>100</td>
<td>18%</td>
<td></td>
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<tr>
<td></td>
<td>555</td>
<td></td>
<td>100%</td>
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</table>

<table>
<thead>
<tr>
<th>Total %</th>
<th>Grade</th>
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<tbody>
<tr>
<td>90%</td>
<td>A</td>
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<tr>
<td>80%</td>
<td>B</td>
</tr>
<tr>
<td>70%</td>
<td>C</td>
</tr>
<tr>
<td>65%</td>
<td>D</td>
</tr>
<tr>
<td>Under 65%</td>
<td>F</td>
</tr>
</tbody>
</table>
### Syllabus:

**Hynes: Managerial Communication**

**Optional Kolin: Successful Writing at Work (See the book’s index)**

**Other**  
8.15.2021

<table>
<thead>
<tr>
<th>Date</th>
<th>Week</th>
<th>Activities</th>
</tr>
</thead>
</table>
| Aug 23 | M | **Introductions**  
  - Setting communication goals and making the communication plan.  
  - How to Communicate with Others  
  - Keirsey (no preparation needed)  

  Ch 1 Communication in Contemporary Organizations |
| W 25 | Ch 1 Communication in Contemporary Organizations  
Document design, audience analysis, sentences. |
| M 30 | Ch 2 Understanding The Managerial Communication Process  
Case 1 Assigned |
| Sept W 1 | Ch 2 Understanding The Managerial Communication Process  
Introduction to MCPDP/CEM Project  
*CEM: Next step, select book* |
| M 6 | No Class |
| W 8 | Ch 3 Communicating with Technology  
CEM: Book selection  
In-class group review of Personalized Purpose statements (CEM)  
Editing, revising, your attitude, writing process. |
| M 13 | Ch 3 Communicating with Technology  
CEM: Teams set up  
Case 1: In-class review of your draft |
| W 15 | Ch 4 Managing Meetings and Teams |
| W 25 | Survey of Technology (1 pt PI)  
Keirsey Temperament Sorter (2 pts PI)  
@ [www.keirsey.com](http://www.keirsey.com) |
| M 30 | Cook: Chapter 2  
Case 1 before class: read assignment & complete quiz (1PI) |
| Sept W 1 | Words, wordy phrases, Tone, documentation. |
| M 6 | No Class |
| W 8 | DUE: Complete CATME.org survey, then Canvas Catme survey (2PI)  
**DUE Before class:** Read CEM assignment well, then take quiz (3 PI) |
| M 13 | **Due:** Draft outline of Case 1 for in-class review, post to Canvas and bring hard copy to class.  
**DUE:** Team CEM project plan meeting. Post minutes of meeting Plan to Canvas (2 PI). CATME.org Team Eval. #1, then Canvas survey Team Eval. #1 (2 PI). |
| W 15 | Cook: Ch 3  
**DUE:** CEM project final Purpose Statement & book selection; post to Canvas. |
<table>
<thead>
<tr>
<th>Date</th>
<th>Assignment</th>
</tr>
</thead>
</table>
| **M 20** | **Ch 4 Managing Meetings and Teams**  
In-class exercise: Minutes & agendas | Meetings, conflict, group dynamics, virtual meetings.  
**Due:** Watch Kane’s video: Meetings: Agendas & Minutes then complete Canvas quiz (5 PI)  
Cook: Chapter 8 |
| **W 22** | **DUE: Case 1**  
Ch 4 Managing Meetings and Teams | |
| **M 27** | **Exam I**  
(Ch 1, 2, 3, 4, Keirsey, Cook) | Review syllabus for class policies when taking quizzes and exams, before attending the exam. |
| **W 29** | **Ch 5 Making (Managerial) Presentations** | **Due:** Team CEM project plan outline for final presentation, minutes of meeting Plan (2 PI) |
| **Oct M 4** | **Ch 5 Making (Managerial) Presentations**  
Assign Case 2 (Teams?) | **Due:** CATME.org Team Evaluation #2, then CANVAS Team Eval survey # 2. |
| **W 6** | **Ch 6 Communicating Visually**  
Review Case 1  
Assign Case 2  
Review Exam I | |
| **M 11** | **Fall Recess, no class** | |
| **W 13** | **Ch 6 Communicating Visually**  
Ch 7 Writing in the Workplace | **Due:** CEM Toastmasters memo.  
**Due:** Update Team CEM project plan outline for final presentation, minutes of meeting Plan (2 PI) |
| **M 18** | **Ch 7 Writing in the Workplace** | **Due:** CATME.org Team Evaluation #3, then CANVAS Team Eval survey # 3. |
| **W 20** | **Ch 8 Writing Routine Messages**  
Professional Development Projects | **Cook:** Chapter 5 |
| **M 25** | **Ch 8 Writing Routine Messages** | **Cook:** Chapter 9 |
| **W 27** | **Ch 9 Writing Reports & Proposals**  
DUE: Outline & draft of CEM paper | **Due:** Case 2 (hard copy; electronic copy to Canvas)  
**Cook:** Chapter 9  
**Due:** CATME Evaluation for Case 2, CANVAS Survey Case 2 |
<p>| <strong>Nov M 1</strong> | <strong>Exam II (material since Exam I)</strong> | |</p>
<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Chapter</th>
<th>Assignments</th>
</tr>
</thead>
<tbody>
<tr>
<td>W</td>
<td>3</td>
<td>Ch 10</td>
<td>Listening Nonverbal comm. Letters (Business)</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Due: Draft outline of CEM Book Analysis for in-class review; post to Canvas (1PI).</td>
</tr>
<tr>
<td>M</td>
<td>8</td>
<td>Ch 10</td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>Cook Chapter 6</td>
</tr>
<tr>
<td>W</td>
<td>10</td>
<td>Ch 11</td>
<td>Communication Nonverbally</td>
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<tr>
<td></td>
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<td></td>
<td>Due: MCPD Paper-final Presentation, team requirements.</td>
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<tr>
<td></td>
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<td></td>
<td>Gestures, eye contact, body language.</td>
</tr>
<tr>
<td>M</td>
<td>15</td>
<td>Ch 12</td>
<td>Communicating Across Cultures</td>
</tr>
<tr>
<td>W</td>
<td>17</td>
<td>Ch 11</td>
<td>Communicating Nonverbally</td>
</tr>
<tr>
<td>M</td>
<td>22</td>
<td>Ch 13</td>
<td>Managing Conflict</td>
</tr>
<tr>
<td>W</td>
<td>24</td>
<td></td>
<td>No Class Thanksgiving Break</td>
</tr>
<tr>
<td>M</td>
<td>29</td>
<td>Ch 14</td>
<td>Negotiating</td>
</tr>
<tr>
<td>Dec</td>
<td>1</td>
<td></td>
<td>CEM Team Presentations Mandatory attendance.</td>
</tr>
<tr>
<td>W</td>
<td></td>
<td></td>
<td>Due: 1. Canvas Presentation Reviews (5 PI)</td>
</tr>
<tr>
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<td></td>
<td>2. CATME.org Evaluations (2PI)</td>
</tr>
<tr>
<td>M</td>
<td>6</td>
<td></td>
<td>CEM Team Presentations Mandatory attendance.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Due: 1. Canvas Presentation Reviews (5 PI)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>W</td>
<td>8</td>
<td></td>
<td>CEM Team Presentations Mandatory attendance.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Due: 1. Canvas Presentation Reviews (5 PI)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2. CATME.org Evaluations (2PI)</td>
</tr>
<tr>
<td>Dec</td>
<td>13</td>
<td></td>
<td>Final Exam Period 2:00 p.m.-4:30 p.m.</td>
</tr>
<tr>
<td>M</td>
<td></td>
<td></td>
<td>Final Exam: We will follow the University policy on Final Exams.</td>
</tr>
<tr>
<td>Nov</td>
<td>13</td>
<td></td>
<td>Optional date for rescheduling of potentially interrupted classes.</td>
</tr>
</tbody>
</table>

CONTINUED…..

**Our class is live, in person - live with your full engagement required during the whole class 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. Points are earned (or lost) based on specified assignments, and from faculty’s evaluation of class participation and behaviors.

<table>
<thead>
<tr>
<th>CATEGORY/ Points:</th>
<th>75-100% Examples</th>
<th>70-74% Examples</th>
<th>66-69% and below Examples</th>
<th>0-65% Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respect for Others</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ability to work well with others: social skills</td>
<td>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.</td>
<td>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.</td>
<td>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.</td>
<td>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.</td>
</tr>
<tr>
<td>Preparedness</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Motivation, drive managing expected responsibilities. Contribution to course and an effective learning environment for all.</td>
<td>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</td>
<td>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.</td>
<td>The student is often prepared, but not always. Work was late or low in quality. Student did not follow syllabus or University policies.</td>
<td>The student is often unprepared or absent. Student was sometimes missing in action with no communication with the professor.</td>
</tr>
<tr>
<td>Listening Skills</td>
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<tr>
<td></td>
<td>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.</td>
<td>Student listens sometimes when others talk, both in groups and in class, sometimes seems to be otherwise engaged on their computer or other work.</td>
<td>Student does not listen when others talk, both in groups and in class. Student seems to 'hide' behind computer screen or other personal device.</td>
<td>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.</td>
</tr>
<tr>
<td>Quality of Work</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Perseverance, Initiative, Creativity, Ethical sensitivity</td>
<td>Provides work of the highest quality that reflects this student’s best effort; student takes pride in the outcome.</td>
<td>Provides high quality work that often reflects this student’s best effort. Usually takes pride in the outcome.</td>
<td>Provides work that occasionally needs to be checked or redone. Work reflects some effort. Student asks for assistance without having applied previous assistance.</td>
<td>Provides work that usually needs to be checked or redone. Work reflects very little effort</td>
</tr>
<tr>
<td>Promptness</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Time management</td>
<td>Student is always prompt and/or regularly attends class. All Student’s assignments are completed on time.</td>
<td>Student is late to class once every two weeks and/or regularly attends class. Student late assignments were less than 5%.</td>
<td>Student is late to class more than once every two weeks and/or regularly attends class. Student late assignments were more than 10%.</td>
<td>Student is late to class more than once a week and/or has poor attendance of class. Numerous assignments were late.</td>
</tr>
</tbody>
</table>

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

Continued…
SYLLABUS POLICIES
Violation of these syllabus policies may result in appropriate academic penalties, including reduction of grade in the relevant assignment, project, test, or exam. If violation of these syllabus policies also implicates the Code of Student Academic Integrity because of alleged academic misconduct, I will follow the process outlined in the Code to address such cases.

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
QUIZ & EXAM RULES: OVERVIEW
EXAM AND QUIZ RULES (not all inclusive)
EXAMS & QUIZZES: RESPONDUS LOCKDOWN BROWSER & RESPONDUS WEBCAM

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 WITHDRAWLS
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

FERPA Notification
Food Insecurity Statement

COVID-19 PROTECTION RELATED POLICIES
FACE COVERINGS REQUIRED in CLASSROOMS AND LABS

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?

Continued…
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 work, 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 polices 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, frivoled 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) and the policy on Responsible Use of University Computing and Electronic Communication Resources (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, 704-687-0311); or (2) Student Health Center (studenthealth.uncc.edu, 704-687-7400). 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:

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 polices 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 disrupt class to remind you to comply with class policy, or I may stop class to address this and ask you to cease using your computer and/or to leave class.

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 named 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).

**EXAMS OR QUIZZES: MAKE UP**

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):

• 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 on-exam 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 or the circulation of exam materials to you or to 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](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.

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)  
[http://copyright.uncc.edu/students/copyright_or_plagiarism.php](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 and on the [Student Conduct and Academic Integrity website](http://copyright.uncc.edu/students/copyright_or_plagiarism.php). The Code is available from the Dean of Students Office or online at [legal.uncc.edu/policies/up-407](http://legal.uncc.edu/policies/up-407). Additional resources are available on the [Student Conduct and Academic Integrity website](http://copyright.uncc.edu/students/copyright_or_plagiarism.php).

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](http://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
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 OR DURING 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 class absences for medical appointments, military/court orders, and/or personal and family emergencies, such as a death in the immediate family, where a student is able to provide an instructor with appropriate supporting documentation of the absence. The final decision for approval of absences and missed work or make-up 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 (only).

However, you may not, nor may you knowingly allow others to reproduce or distribute lecture notes and course materials publicly without my express written consent. This includes providing materials to commercial course material suppliers such as CourseHero, Chegg, 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.

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, “The UCAE 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 | Email: adtruesd@uncc.edu | Visit: Atkins 138E.


NinerParatransit: 704-687-5636 https://police.uncc.edu/department-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 one-stop-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://unccdso.orgsync.com/org/veteranstudentservices
What is NinerCare?  [https://ninercare.uncc.edu/](https://ninercare.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](https://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](https://legal.uncc.edu/sites/legal.uncc.edu/files/media/NinerCare%20Folder.pdf)

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**Covid 19, PANDEMIC INSTRUCTION (2021-2022)**

**FACE COVERINGS REQUIRED**

It is the current policy of UNC Charlotte 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 in all indoor spaces on campus, including classrooms and labs, **regardless of vaccination status**. 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](https://legal.uncc.edu/sites/legal.uncc.edu/files/media/NinerCare%20Folder.pdf).

Failure to follow these expectations may constitute a violation of the [Code of Student Responsibility](https://legal.uncc.edu/sites/legal.uncc.edu/files/media/NinerCare%20Folder.pdf).

**UNSAFE BEHAVIORS**

Additional behaviors, including, but not limited to, deliberately putting others at risk by **coughing on, spitting on, sneezing on, and/or purposefully invading the personal space of others** while not wearing a protective face covering (indoors or outside); **not cooperating with contact tracing efforts** may result in an initiation of the Conduct Procedures under the [Code of Student Responsibility](https://legal.uncc.edu/sites/legal.uncc.edu/files/media/NinerCare%20Folder.pdf), or engagement in an informal conflict resolution process, if appropriate.

**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:

- **Complete your Niner Health Check** each morning.
- **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, indicate so on your Niner Health Check to alert the University. Submit a copy of your Niner Health Check notification email to your instructors. Upon learning that you have tested positive or have been diagnosed for symptoms of COVID-19, either from your reporting or from Student health Center testing or diagnosis, representatives from Emergency
Management and/or the Student Health Center will follow up with you, and your instructors will be notified of the need for accommodations, as necessary.

- **If you have been exposed** to COVID-19 positive individuals and/or have been notified to self-quarantine due to exposure, indicate so on your Niner Health Check to alert the University. Representatives from Emergency Management and/or the Student Health Center will follow up with you as necessary. Submit a copy of your Niner Health Check notification email to your instructors. If you need any additional support verifying your absence after you have communicated with your professors, contact Student Assistance and Support Services.

To return to class after being absent due to a period of **self-quarantine**, students should submit a copy of their Niner Health Check clearance email to their instructor(s). To return to class after being absent due to a COVID-19 **diagnosis**, students should submit an online request form 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 the following to help you continue to make progress in the course: I will consider extending due dates on assignments based on a case-by-case basis where it is reasonable and possible. The final decision for approval of all absences and missed work is determined by the instructor.

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**August 9, 2021 From Provost Joan Lorden to Faculty:**

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| FROM: | Joan F. Lorden, Provost  
Kevin W. Bailey, Vice Chancellor for Student Affairs |
| RE: | University/Classroom Expectations of Students Related to COVID-19 |

We write to remind faculty of the protocol that was established last year surrounding violations of student expectations related to required face coverings in the classroom to control COVID-19. The Faculty Council adopted steps for faculty to take if a student comes to class without the required face covering:

1. Ask the student to put a mask on.
2. If the student does not have one with them, provide them with one or send them to a vending machine to purchase one for $1.
3. If the student complies with either of the above steps, the issue is resolved.
4. If the student refuses to comply, politely ask the student to leave class and not to return without wearing a face covering.
5. If the student refuses to leave class or the situation escalates, dismiss the class and file an incident report. The report will be sent to the Office of Student Conduct and Academic Integrity for adjudication.

Filing a report is important because the student may be exhibiting the same behavior in other classes or venues. The student will face a range of sanctions from a written warning to suspension for repeatedly violating the policy to wear a face covering in class.

As a reminder, syllabus language related to wearing face coverings in classrooms and labs and absenteeism due to COVID-19 can be found on the Office of Legal Affairs website.

If you need additional guidance, please contact the Office of Student Conduct and Academic Integrity. We are all in this together!

**WHAT IF WE HAVE TO PIVOT TO REMOTE LEARNING DUE TO COVID?**

1. We will follow University policies, instructions and directions.
2. For remote class participants, video backgrounds must be neutral, and cameras should be positioned in a manner that prevents the introduction of distracting objects, messages, symbols, or other people. Alternatively, students may choose to blur their background, utilize one of the default Zoom virtual backgrounds, or use one of the UNC Charlotte branded backgrounds. Students who do not abide by this policy will be removed from the Zoom session [and counted absent or receive a reduction in their participation grade] and will be referred for potential disciplinary action under the Code of Student Responsibility.

3. This course will use Canvas, which provides the instructor with analytics and data on student engagement with the Canvas page, including page views, participation, submissions, timeliness, etc. I will be monitoring student activities on Canvas to ensure successful engagement and participation in the course. If I notice that a student's activities on Canvas indicate issues with pedagogically appropriate engagement, I may reach out to the student to discuss improving course engagement and participation.

4. This course would require you to use a webcam for class sessions and/or assessments unless this requirement is specifically waived by the instructor. Classes and assessments may be conducted using Zoom or other technology selected by your instructor which may use your computer's webcam or other technologies to communicate, monitor, and/or record classes, class activities, and assessments. Assessments may also be conducted using proctoring software, which may listen to you, monitor your computer screen, view you and your surroundings, and record (including visual and audio recordings) all activity during the proctoring process. Please contact your instructor if you are unable to comply or have any questions or concerns.

5. Instructors use a number of strategies for ensuring academic integrity in courses, whether in-person or online, and a variety of technologies may be applied. This course may use LockDown Browser with Monitor for online exams and assessments. While there is no cost to you to use the software, you are required to have a webcam, which may be built into your computer or may be an external camera. Use a Mac or PC computer; Chromebooks are not compatible. Watch this short video to get a basic understanding of LockDown Browser and the Monitor webcam feature.

During remote course exams or assessments, your participation may be video-recorded with your webcam using Respondus Monitor. Respondus Monitor is a companion product for LockDown Browser that enables students to record themselves with a webcam and microphone during an online exam. These video recordings may be submitted to Student Conduct & Academic Integrity as evidence in suspected cases of violations of the Code of Student Academic Integrity.

The Respondus system allows access to your webcam only while the exam/assessment is in progress. UNC Charlotte and its faculty do not have access to your webcam at any point outside of the assessment setting. You are responsible for obtaining an external webcam with microphone if no functioning built-in camera is available on your device. Students may borrow laptops and webcams from Atkins Library.

Download and install LockDown Browser to your Mac or PC computer.

For information about checking LockDown Browser and webcam setup, test-taking guidelines, webcam video tips, as well as security and privacy information, please review Online Testing Guidance from the Center for Academic Excellence.

6. Electronic video, image capture, and/or audio recording is not permitted during class, whether conducted in person or online, 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.

7. All students are required to abide by the UNC Charlotte Title IX Grievance Policy, Sexual Harassment Policy, and the policy on Responsible Use of University Computing and Electronic Communication Resources. Sexual harassment is prohibited, even when carried out through computers or other electronic communications systems, including course-based chats, breakout rooms, or message boards.