Management and Organizational Behavior
MGMT 3140
Fall 2020 Semester – as of 9/4/20

Instructor: E. Cindi Basenspiler
Phone: 704-575-5387
E-mail: ebasensp@uncc.edu
Office Hours: By appt only, via Zoom Video

<table>
<thead>
<tr>
<th>MGMT 3140-006</th>
<th>MGMT 3140-007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class Meets:</td>
<td>Tues and Thur: 8:30am – 9:45am</td>
</tr>
<tr>
<td>Class location:</td>
<td>Denny Building #200 (Initially Zoom Video)</td>
</tr>
</tbody>
</table>

This syllabus contains the policies and expectations I have for Management and Organizational Behavior (Management 3140). 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. 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 announced in class, by written or email notice, or posted online.

Course Description:

MGMT 3140: Management and Organizational Behavior: Prerequisites: ACCT 2121 & 2122; ECON 2101 & 2102, INFO 2130; junior standing. A study of the role of the 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.

Course Learning Objectives:

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

Required Text:


Examinations and Quizzes:

Exams: There will be three exams, all required. Exams will consist of multiple choice, True/False and/or open-ended questions. All materials included in the text (whether discussed in class or not), plus content from class discussions and otherwise assigned are subject to examination.

Final Exam: This course will have a required final exam – scheduled per the university exam schedule. Please review your entire course schedule for final exams and notify me as soon as possible if your schedule is such that you will have three or more exams scheduled for the day of this class’s exam. You are responsible for making arrangements with me for alternate testing day/time. No final exam schedule changes will be made after November 24th.
Quizzes: There will be a quiz administered after each chapter is covered. Quizzes will be given during class and cannot be made up, unless the absence is approved excused (documented illness, school-sports-team-event, etc.)

Early Alert, Mid-Term Grades: I am required to post mid-term grades that are lower than a “C” grade at the midterm point in the semester. If your to-date grade is unsatisfactory, I will post it and this will generate a letter to you regarding your grade. I will follow university policy regarding this process.

Final grades will be posted on the UNC Charlotte website (www.uncc.edu). All grades for this course will be posted on Canvas.

Make-up exams will be given only if you miss an exam as a result of an approved excused absence and only by exception. It is your responsibility to contact me concerning the possibility of a makeup exam. Whenever possible, students are expected to seek the permission of the instructor prior to absence. Make-up exam format may include essay questions and will be different from the exam administered during the scheduled time.

Absences (excused or unexcused) do not relieve you of responsibility for the material covered in the class missed.

Group Exercises:

There will be several in-class group exercises in this course, each corresponding to the content covered that week. For each, small groups will be selected and content will be assigned beforehand or presented during class. Students will be asked to discuss questions related to the content, make a decision on which content to report-out to the class, then present their findings. There will be a short follow-up written assignment to complete the exercise. Elements of grading for group exercises will be the following: group interpretation or understanding of content, individual contribution and completion of summary assignment. Each exercise is worth 30 points. There are no make-ups for group assignments, except in the case of excused absence. Please monitor and abide by due-dates for written assignments.

Guidelines Specific to Classes Conducted Virtually:

Currently, guidelines dictate that the first few weeks of this course will be conducted virtually. When virtual, I will conduct each class via synchronous video (at the same time and for the same length as your originally scheduled class). This mandates that we incorporate processes that mimic the in-person environment to the extent possible:

- Students must have audio, video and internet capability for the duration of each class.
- Students will be required to have their video on – and be present for the length of the class, to receive attendance credit.
- Students will be logged on and settled on time.
- Students will be familiar with Zoom video beginning with the first class – an overview will be provided on Day 1.
- Students will be asked to participate, ask and answer questions regularly. Please expect to be called on.
- Students will participate in virtual breakout rooms for group activities.
- Students will take quizzes and exams real-time as scheduled.

The lecture schedule in this syllabus allows for smooth transition between virtual and in-person classes … but please be prepared to be flexible as guidelines are shifting regularly.

All office hours will be held via Zoom video and must be scheduled in advance using this link: Schedule Meeting – (https://calendly.com/cbasenspler/15-min-meeting)

Office hours while we are in virtual classes:

- Tuesdays and Thursdays: 11:30am – 12:30pm
- Wednesdays: 9:00am – 10:00am
Grading:

Your grade for this course will be determined based on the following:
*** Subject to change based on university virtual/in-person guidelines.

- Quizzes (after each chapter) 5 points each (90 points total)
- Exams (x3) 50 points each (150 points total)
- Group Exercise (x3) 30 points each (90 points total)
- Final Exam 100 points
- TOTAL 430 Points

- A = 90 - 100%
- B = 80 - 89.99%
- C = 70 - 79.99%
- D = 60 - 79.99%
- F = 59.99% or lower

It is your responsibility to keep track of your grades. **There is no curve in this class – and absolutely no rounding.**

Guidelines Specific to COVID-19:

I will follow the university guidelines for health and safety when on campus and inside our classroom. Throughout the semester, guidelines will be updated via various communication methods. Here are two sites you can visit regularly for up-to-date changes and guidance.

- Niner Nation Cares Health and Safety - [https://ninernationcares.uncc.edu/health-safety](https://ninernationcares.uncc.edu/health-safety)
- Niner Nation Cares FAQs - [https://ninernationcares.uncc.edu/updated-faqs-fall-semester](https://ninernationcares.uncc.edu/updated-faqs-fall-semester)

Belk College Statement on Diversity:

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 socioeconomic status.

Belk College Statement on Disability Accommodations:

UNC Charlotte is committed to access to education. If you have a disability and need academic accommodations, please provide a letter of accommodation from Disability Services early in the semester. For more information on accommodations, contact the Office of Disability Services at 704-687-0040.

Belk College Statement on 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.
**Lecture Schedule**

<table>
<thead>
<tr>
<th>Day</th>
<th>Date</th>
<th>Topic</th>
<th>Method</th>
<th>Read Prior to Class</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tues</td>
<td>8-Sep</td>
<td>Course Overview &amp; Intro to Zoom Video Classroom</td>
<td>Zoom - Virtual - Synchronous</td>
<td>Review Syllabus, Download Zoom</td>
</tr>
<tr>
<td>Thurs</td>
<td>10-Sep</td>
<td>Managing and Performing</td>
<td>Zoom - Virtual - Synchronous</td>
<td>Chapter 1, other content as assigned</td>
</tr>
<tr>
<td>Tues</td>
<td>15-Sep</td>
<td>The External and Internal Environments</td>
<td>Zoom - Virtual - Synchronous</td>
<td>Chapter 2, other content as assigned</td>
</tr>
<tr>
<td>Thurs</td>
<td>17-Sep</td>
<td>Managerial Decision-Making</td>
<td>Zoom - Virtual - Synchronous</td>
<td>Chapter 3, other content as assigned</td>
</tr>
<tr>
<td>Tues</td>
<td>22-Sep</td>
<td>Managerial Decision-Making</td>
<td>Zoom - Virtual - Synchronous</td>
<td>Group Exercise and Report Out</td>
</tr>
<tr>
<td>Thurs</td>
<td>24-Sep</td>
<td>Planning and Strategic Management</td>
<td>Zoom - Virtual - Synchronous</td>
<td>Chapter 4, other content as assigned</td>
</tr>
<tr>
<td>Tues</td>
<td>29-Sep</td>
<td>TBD - Possible Student Move-Day</td>
<td>In-Person (or TBD)</td>
<td>Chapter 5, other content as assigned</td>
</tr>
<tr>
<td>Thurs</td>
<td>1-Oct</td>
<td>Ethics, Corporate Responsibility and Sustainability</td>
<td>In-Person (or TBD)</td>
<td>Chapter 6, other content as assigned</td>
</tr>
<tr>
<td>Tues</td>
<td>6-Oct</td>
<td>International Management</td>
<td>In-Person (or TBD)</td>
<td>Group Exercise and Report Out</td>
</tr>
<tr>
<td>Thurs</td>
<td>8-Oct</td>
<td>EXAM #1 (Chapter 1 - 6)</td>
<td>In-Person (or TBD)</td>
<td>All covered content and Ch 1-6</td>
</tr>
<tr>
<td>Tues</td>
<td>13-Oct</td>
<td>Entrepreneurship</td>
<td>In-Person (or TBD)</td>
<td>Chapter 7, other content as assigned</td>
</tr>
<tr>
<td>Thurs</td>
<td>15-Oct</td>
<td>Entrepreneurship</td>
<td>In-Person (or TBD)</td>
<td>Group Exercise and Report Out</td>
</tr>
<tr>
<td>Tues</td>
<td>20-Oct</td>
<td>Organizational Structure</td>
<td>In-Person (or TBD)</td>
<td>Chapter 8, other content as assigned</td>
</tr>
<tr>
<td>Thurs</td>
<td>22-Oct</td>
<td>Organizational Agility</td>
<td>In-Person (or TBD)</td>
<td>Chapter 9, other content as assigned</td>
</tr>
<tr>
<td>Tues</td>
<td>27-Oct</td>
<td>Human Resource Management</td>
<td>In-Person (or TBD)</td>
<td>Chapter 10, other content as assigned</td>
</tr>
<tr>
<td>Thu</td>
<td>29-Oct</td>
<td>Managing in a Diverse Workforce</td>
<td>In-Person (or TBD)</td>
<td>Chapter 11, other content as assigned</td>
</tr>
<tr>
<td>Tues</td>
<td>3-Nov</td>
<td>Leadership</td>
<td>In-Person (or TBD)</td>
<td>Chapter 12, other content as assigned</td>
</tr>
<tr>
<td>Thurs</td>
<td>5-Nov</td>
<td>TED - Attendance Required</td>
<td>In-Person (or TBD)</td>
<td>Chapter 13, other content as assigned</td>
</tr>
<tr>
<td>Tues</td>
<td>10-Nov</td>
<td>EXAM #2 (Chapter 7-12)</td>
<td>In-Person (or TBD)</td>
<td>All covered content and Ch 7-12</td>
</tr>
<tr>
<td>Thurs</td>
<td>12-Nov</td>
<td>Motivation for Performance</td>
<td>In-Person (or TBD)</td>
<td>Chapter 14, other content as assigned</td>
</tr>
<tr>
<td>Tues</td>
<td>17-Nov</td>
<td>Motivation for Performance</td>
<td>In-Person (or TBD)</td>
<td>Group Exercise and Report Out</td>
</tr>
<tr>
<td>Thurs</td>
<td>19-Nov</td>
<td>Communicating</td>
<td>In-Person (or TBD)</td>
<td>Chapter 15, other content as assigned</td>
</tr>
<tr>
<td>Tues</td>
<td>24-Nov</td>
<td>Teamwork</td>
<td>In-Person (or TBD)</td>
<td>Chapter 16, other content as assigned</td>
</tr>
<tr>
<td>Thurs</td>
<td>26-Nov</td>
<td>NO Class</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tues</td>
<td>1-Dec</td>
<td>Managerial Control</td>
<td>In-Person (or TBD)</td>
<td>Chapter 17, other content as assigned</td>
</tr>
<tr>
<td>Thurs</td>
<td>3-Dec</td>
<td>Managing Technology and Innovation</td>
<td>In-Person (or TBD)</td>
<td>Chapter 18, other content as assigned</td>
</tr>
<tr>
<td>Tues</td>
<td>8-Dec</td>
<td>Creating and Leading Change</td>
<td>In-Person (or TBD)</td>
<td>Group Exercise and Report Out</td>
</tr>
<tr>
<td>Thurs</td>
<td>10-Dec</td>
<td>EXAM #3 (Chapter 13 - 18)</td>
<td>In-Person (or TBD)</td>
<td>All covered content and Ch 13-18</td>
</tr>
<tr>
<td>Tues</td>
<td>15-Dec</td>
<td>TED - Attendance Required</td>
<td>In-Person (or TBD)</td>
<td>Comprehensive Chapters 1-18</td>
</tr>
<tr>
<td>TBD</td>
<td>Final Exam (Required)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- This schedule is **subject (and likely) to change** based on the evolving COVID-19 situation, weather and other circumstances.
- Classes will be conducted **at your scheduled time (synchronous)** in person, or via video – **LIVE**.
- Days listed as TBD are mandatory in-class days and will be used to cover content.
- At times, we may need to spend more time on a chapter or concept, pushing remaining content later into the semester.
- **FINAL EXAM** days and times will be updated when UNCC establishes them and **may be as late as December 23rd**.
- Please check **Canvas for changes** daily.
Attendance, Participation and Professional Conduct:

Attendance: To the extent possible, this will be a live or in-person course. I take attendance for each scheduled class and there will be a short in-class quiz after each chapter’s lecture. Consistent class attendance is a strong predictor of academic success. If you earn an F or U grade, your last date of attendance will be reported. This may require you to pay back any financial aid money received for this course.

Read assignments before class. If you do not understand assigned 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. There will be a quiz after each lecture to ensure knowledge retention. If you are scoring poorly on these quizzes, please contact me to discuss how to improve knowledge retention.

Your participation in class is welcomed, anticipated and expected. Attending class is expected and reading assignments can create a base of knowledge from which you can draw 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.

You are expected to:

1) Come to (or sign into) every class meeting – on time.
2) Be prepared to answer questions about the assigned material.
3) Conduct yourself in a professional, courteous manner.

Reading content for other classes, text messaging, emailing, surfing social media sites or anything unrelated to class activity will be considered unprofessional conduct. If you miss a class, it will be your responsibility to get the materials you miss from your classmates. There will be no makeups for quizzes or group exercises and the grade for that activity will be 0 points.

Always proofread and edit your assignments before turning them in. Your work will be graded on multiple criteria including:

- Following instructions
- Clarity (and legibility) of writing
- Organization or thoughts and concepts
- Grammar, punctuation and spelling
- Correctness and completeness

Identification: Always bring your UNC Charlotte student ID to exams. It may be required prior to taking exams.

Communication with Instructor:

If you need assistance, please contact me via email or by calling me. If you are unable to reach me by phone, please use the below format to leave me a message.

Format for messages: Please help me reply to you quickly, by making the purpose of your communication clear. Use a clear subject line, proper grammar and punctuation in your messages so that I may best help you, quickly and effectively.

- Email Subject Line: Course/section number, topic. (Example: MGMT 3140-7, HW Essay for 9/8/19)
- Professional Tone: Please use a professional tone and grammar (no shorthand, emojis, etc. in email messages to me.
- Bottom Line Up Front (BLUF): Within the first sentence, or at a minimum within the first paragraph of your email (or voicemail), clearly state what you’d like to communicate or accomplish with your email (or voicemail).
- Signature Block: Having an email signature block is helpful to others trying to contact you.

Expect a reply from me the next business day. If you don’t get a response by end of the next day, please re-send your email or call me again.
Academic Integrity:

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

Students are responsible to know and observe the requirements of The UNC Charlotte Code of Student Academic Integrity. 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.

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.

The following are considered violations of the Code:

- Use of a cell phone or any programmable device during quizzes or exams – when being tested in person.
- Not having all notes put away, out of sight, during all quizzes and exams – when being tested in person.
- Copying another student’s answers for use in your assignment, quiz or exam, or allowing yours to be.
- Use of any materials other than your personal notes or text-book during quizzes or exams – when being tested virtually.
- Having or allowing another student to complete your on-line assignment.
- Using a secondary on-line source for answers to assignments, cases, quizzes or exams.
- Removing an exam from the classroom or attempting to copy the exam questions.
- Copying and forwarding/distributing questions from on-line quizzes or exams.
- Not reporting another student that you know is cheating – this is a type of complicity.
- Any other act of dishonesty.

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

Instructor’s Absence or Tardiness:

We will begin class on time. If I am late in arriving to class, you must wait a full 15 minutes after the class scheduled start time before you may leave without being counted as absent, unless I provide alternate instructions about an anticipated tardiness or absence, via email or Canvas. This applies to in-person or synchronous virtual classes.

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 may negatively impact 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 all the work assigned, quizzes, homework and exams. Content covered in discussions during class sessions may be included in quiz and exam questions.

Exam Day: Late arrivals will not be admitted once the exam period has started. All exams [in-person] are closed-book and closed-notes. On-line quizzes and exams will require web-browser lock-out and may allow for notes and open book … but this will be determined later in the semester. Come prepared to sit for the entire 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 everything that you need to take the exam (pencil, paper, tissues, eye-glasses, etc.) at your desk and with book bags at the perimeter of the room, ready to start the exam at the start of the class period.

Class absence: The authority to excuse a student’s class absence and to grant a student academic accommodation (i.e. to turn in a late assignment, provide extra time on an assignment, reschedule an exam, etc.) sits with each individual instructor. Students should work directly with me regarding their absence(s) and provide me with as much notice as possible. The Dean of Students Office may be asked to assist in the verification of a student’s absence, such as for medical, psychological, military service reasons.
Electronic Devices in Class:

Notetaking: This is an interactive class. Even though there will be ~40 students in our class, we will have plenty of discussion during class. Students and instructor must be able to interact visually unencumbered by the computer screen. All notetaking and reading will need to be on paper. No recording of lecture content or classroom discussion is allowed.

Cell Phone and Other Personal Electronic Devices (i.e. tablet, Apple Watch, iPad, etc.): Students must turn off and remove cell phones and other personal electronic devices from view during class, unless you are using the device to participate in class virtually. At a minimum, place your cell phone on vibrate or Do Not Disturb. 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.

Copyright Ownership of Course Materials:

My lectures and course materials, including presentations, quizzes, exams, outlines and other materials are protected by copyright. I am the exclusive owner of the materials that I create. Your textbook’s authors and publishers own the copyright to their materials. Feel free to take notes and copy materials as needed for successful completion of this course, but you may not reproduce or distribute such notes and materials publicly in any way (via email, website, social media, etc.) without the owner’s express written consent. This includes, but is not limited to, providing materials to commercial course material suppliers such as CourseHero or similar providers. Students that publicly distribute or display course materials without written consent (or assist others in doing so) may be in violation of University Policy 406, the Code of Student Responsibility.

Quizzes, Exams and Assignments:

Quizzes are listed on the lecture schedule, but dates/times are subject to change and shift. The material covered in each quiz can encompass any material covered or assigned since the last quiz or exam. 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.

Exams: There will be three equally-weighted exams for this course and a final exam. Be fully prepared to take each exam at the start of class, with no breaks.

Students are not allowed to leave the room during the testing period. If you must leave during your exam period, your exam will be collected and not returned for completion.

If you have a question during the exam raise your hand and the instructor will come to you. DO NOT LEAVE YOUR DESK. If you leave your desk your exam is likely to be taken up and not returned to you for completion.

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 under the desk.

If a calculator is needed during the exam it should be of the simplest kind: no/limited memory, NO internet capability.

Homework Assignments: Any assignments to be handed in must be typed in order to receive credit and will be due at the beginning of the class period.

Late Work: Assignments are due at the start of class. Late homework is not accepted.

Recording (of lectures or discussions) is not allowed in this class to respect the privacy of all in attendance and to encourage engaged interaction.
ADDITIONAL POLICIES and RESOURCES

Weather Policy:

The University will operate on its normal schedules unless the Chancellor (or delegate) 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, 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. In case of inclement weather, please call 704-687-1900 to determine if classes are cancelled due to weather. University Policy 701 can be found at [http://legal.uncc.edu/policies/up-701](http://legal.uncc.edu/policies/up-701)

Sexual Harassment Policy:

The University is committed to ensuring an environment for all employees and students that is fair, humane, and respectful. Behaviors that inappropriately assert sexuality as relevant to employee or student performance will not be tolerated, as they are violations of both law and University policy. This policy provides the definition of sexual harassment and sets forth employee and student responsibilities for creating and maintaining an environment free of sexual harassment. The University has established an Advisory Committee on the Prevention of Sexual Harassment and the Sexual Harassment Education and Awareness Program. This policy also includes detailed grievance procedures for filing complaints of sexual harassment. Complete details on this policy are found at [https://legal.uncc.edu/policies/up-502](https://legal.uncc.edu/policies/up-502)

Other Resources Available:

**Counseling Center at UNC Charlotte:** “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.” Atkins Building, 158. (704-687-0311) [http://www.counselingcenter.uncc.edu/](http://www.counselingcenter.uncc.edu/)

**Murrey Atkins Library.** **Phone:** 704-687-1163. **Office:** Atkins 138 E

**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. Learn more about utilizing the support of the Office of Disability Services at: [http://ds.uncc.edu/](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 for any student with prior US Military service. UNC Charlotte veterans are served by the Veterans Student Services Office (VSSO) in Barnard 103. Across the hall from Veteran Student Services is the Veterans Lounge in Barnard 108. [http://unccdso.orgsync.com/org/veteranstudentservices](http://unccdso.orgsync.com/org/veteranstudentservices)

**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. [https://ninercare.uncc.edu/](https://ninercare.uncc.edu/)