

Texas A&M University-Central Texas
MGTK 4306-120 – Employee and Labor Relations
Fall 2017

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The views of this professor do not represent the views of the United States Department of Agriculture. As a federal employee, I am not allowed to give personal legal advice to members of the general public as it may complicate my ability to continue to represent the federal government. This means that I cannot answer personal legal questions such as “My sister is in a union and was recently fired. What is the union obligated to do to help her?” I can, of course, always explain the material in the book in more detail or in a different way or give you more examples.

Office Hours: I am available for office hours by appointment. I will periodically announce times during which I will make myself available for questions in the Library outside of normal class times.

Mode of instruction and course access: This course is an in-person class which will be taught on Wednesday nights from 6:30 p.m. To 8:45 p.m. in Founders Hall Room 313. You have paid for a three-hour class and I will teach the entire class period. Please make arrangements to be present for the entire class.

This course uses the A&M-Central Texas Canvas Learning Management System
<https://tamuct.instructure.com>.

Student-instructor interaction: If you need more help on any of the material covered during the class or have any questions, please do not hesitate to email me. I check email at least twice a day, though times vary, and will respond within 24 hours if I’m not traveling. I will notify you via announcement if I will be out of contact for longer than 24 hours.

911 Cellular: Emergency Warning System for Texas A&M University – Central Texas
911Cellular is an emergency notification service that gives Texas A&M University-Central Texas the ability to communicate health and safety emergency information quickly via email, text message, and social media. All students are automatically enrolled in 911 Cellular through their myCT email account.

Connect at [911Cellular](https://portal.publicsafetycloud.net/Texas-AM-Central/alert-management) [https://portal.publicsafetycloud.net/Texas-AM-Central/alert-management] to change where you receive your alerts or to opt out. By staying enrolled in 911Cellular, university officials can quickly pass on safety-related information, regardless of your location.

COURSE INFORMATION

1.0 Course Description

The study of the principles of law concerning collective bargaining, labor market fundamentals, Unionism, and related issues of labor economics.

2.0 Course Level Objectives

At the conclusion of the course the student should be able to, at an acceptable level per the grading scale:

- Week 1 – Describe the basic features of the U.S. labor relations system such as collective bargaining, detailed union contracts, and private sector union density decline. Explain the four distinct schools of thought about the employment relationships and be able to identify alternative methods for making workplace rules.
- Week 2 – Learn what happened during the major events in U.S. labor history and why each is important.
- Week 3 – Learn the major provisions of US labor laws, understand the role of the NLRB and other agencies, and be able to compare and contrast private and public sector law.
- Week 4 - Learn the traditional union strategies and their alternatives as well as the organizational structure of unions.
- Week 5- Learn how unions organize and tactics used by employers to weaken support for unionizing.
- Week 6- Describe the bargaining process.
- Week 7- Be able to describe and discuss the material learned during weeks 1-7. Learn the different types of strikes, impasses, and forms of dispute resolution and how the strengths and weaknesses of each.
- Week 8- Learn how union contracts work, identify important provisions, and how grievances are resolved.
- Week 9- Gain hands on experience coming up with a team negotiation plan.
- Week 10- Explain the pressures for increased workplace flexibility, employee empowerment, and labor-management partnerships in the contemporary employment relationship, and strategies for implementation.
- Week 11- Learn about the labor relations challenges for managers in multinational companies and strategies for representing workers in a global economy.
- Week 12- Gain hands on experience negotiating a collective bargaining agreement.
- Week 13- Learn to compare and contrast labor relations in a variety of countries.
- Week 14- Gain experience writing memorandums to your supervisors explaining why your negotiation strategy is advantageous.
- Week 15- Discuss alternative directions for corporate behaviors and labor relations public policies in the 21st century.
- Week 16- Be able to describe and discuss the material learned during weeks 9-15.

2.1 Module Level Learning Outcomes:

At the conclusion of the course the student should be able to (at any acceptable level per the grading scale):

1. Understand how labor relations can affect your future work environment
2. Define how the objectives of the employment relationship (efficiency, equity, and voice) relate to labor relations (striking a balance)
3. Be able to discuss the current pressures on the US labor relations system on both the corporate side and the labor side.
4. Be able to compare and contrast the mainstream economics, human resource management, industrial relations, and critical or Marxist industrial relations.
5. Identify alternative methods for making workplace rules that do not involve unions.
6. Compare and contrast employee representation through labor unions to other methods of workplace governance.
7. Describe the major events in U.S. labor history including the Great Uprising of 1877.
8. Identify how employers tried to stay union-free in the early 1900s.

9. Discuss how workers have tried to form unions throughout U.S. history and the influences on their successes and failures.
10. Understand the major provisions of the Wagner Act, Taft-Hartley Act, and Landrum-Griffin Act.
11. Understand the role of the National Labor Relations Board and similar agencies.
12. Be able to compare the similarities and differences between private and public sector labor law.
13. Identify the current criticisms of U.S. labor law and possible directions for reform.
14. Be able to describe the following traditional union strategies: business unionism, job control unionism, and the servicing model.
15. Be able to describe the following alternative union strategies: social unionism, employee empowerment unionism, and the employment model.
16. Understand the organizational structure of unions and the labor movement in the United States.
17. Discuss the range of possible management strategies toward labor unions and how they relate to human resource strategies and business strategies.
18. Understand how new unions are formed through the organizing process.
19. Be able to describe the election process.
20. Discuss how employers and unions try to weaken or strengthen union support in the workplace.
21. Understand the various steps and stages of the bargaining process.
22. Discuss the pressures for changing from traditional to integrative bargaining and why this is difficult.
23. Identify and explain the different options for resolving bargaining disputes and impacts.
24. Identify the different types of strikes and lockouts and how they are used.
25. Compare and contrast mediation, arbitration, and fact-finding.
26. Understand the nature of U.S. union contracts and be able to explain important contractual provisions.
27. Discuss the process for how grievances are resolved.
28. Discuss the pressures for increased flexibility, empowerment, and labor-management partnerships.
29. Describe the conflicts between flexibility, empowerment, and labor-management partnerships on the one hand, and the traditional U.S. model of job control unionism on the other.
30. Be able to understand the debates over nonunion employee representation.
31. Discuss the key elements of globalization and how they affect the employment relationship and labor relations.
32. Explain various strategies for representing workers in a global economy.
33. Understand the labor relations challenges for managers in multinational companies.
34. Understand the basic features of labor relations systems in: Canada, Mexico, Great Britain, Ireland, France, Germany, Sweden, Eastern Europe, Australia, New Zealand, Japan, and developing Asian countries.
35. Understand various options in labor relations systems for reacting to the pressures of globalization, decentralization, and flexibility while trying to balance efficiency, equity and voice.
36. Discuss alternative directions for corporate behaviors in the 21st century.
37. Identify alternative directions for labor relations public policies in the 21st century.
38. Understand strategic management and leadership issues pertaining to labor relations for managers and union leaders in the 21st century.

Objectives Disclaimer: The above are simply the main focus areas, but they are by no means the only areas where Quiz, Paper or Exam questions may come from. All material in the text and anything discussed in lecture is fair game.

3.0 Textbook and Required Materials

Labor Relations: Striking a Balance, John W. Budd, 5th Ed. – ISBN – **9781260303506**. This is a loose-leaf version of the text with Connect access to complete online assignments that is being carried by our bookstore. The hardbound text with Connect would be over \$300. You can purchase just the Connect, which allows access to the e-text as well straight from McGraw- Hill for \$125 it appears -<http://www.mheducation.com/highered/product/1260197581.html>.

Note: A student of this institution is not under any obligation to purchase a textbook from a university-affiliated bookstore. The same textbook may also be available from an independent retailer, including an online retailer.

COURSE REQUIREMENTS

You may put together any combination of assignments that total 100%, for your final (course) grade. Please note that even if you compile MORE than the required number of points, you only may use 100 maximum points for your course grade.

There are four types of assignments:

1. Collective Bargaining Simulation – **REQUIRED - 20 Points** – Students will participate in collective bargaining simulation known as “The Zinnia and Service Workers Local H-56.” In this simulation, students will be put into small groups of between 2-4 students and will represent either the Zinnia or Service Workers Local H-56 as they engage in collective bargaining. A brief introduction to this exercise can be found in Appendix D of your textbook and even more information can be found at www.thezinnia.com.

Students will be required to submit the following:

1. Each team must submit a negotiation plan
2. Each team must submit a final paper detailing the negotiations process and final agreement (if any) or write a paper explaining why they went on strike to their boss.
3. Each student must write a peer evaluation of their fellow teammates.

If you are on a team where one member does not respond or does not participate, please let me know ASAP!

Every student must participate in the Collective Bargaining Simulation.

2. Quizzes - **Bonus Points** - On certain days, at the end of class, I will give a multiple-choice quiz. If you do not wish to take the quiz you may leave. The quizzes will be worth 2 points each. Note: This is a good way to bring your grade up. I recommend taking every quiz so that you have extra points at the end of the semester to offset any less than exemplary grades.

3. Exams – **40 Points of your grade each, 80 points combined**–There will be a midterm exam covering Chapters 1-7 and a final exam covering Chapters 8-13.

4. Papers - **20 Points of your grade each, 80 points combined** - You have the option of completing research papers instead of the Exams. These papers will require you to answer a hypothetical labor relations legal problem. You will have to use your textbook and research materials from the library to answer the problem.

Each paper must be between 8 and 10 pages long, double spaced, with 1 inch margins on all sides and written in Times New Roman 12-point font. You must provide citations for each and every source or I

will cross out that section and disregard it. Use whatever citation style you are comfortable with - so long as I can find the document you reference.

I will provide further information in class.

FAQ

Here are some Frequently Asked Questions about this type of grading:

1. Do I have to complete all of these assignments?-- i.e. Do I have to take quizzes and take all of the exams and write all of the essays?

No. I will count the highest allowable combination of scores that you make, in calculating your course grade.

2. May I mix types of assignments?

Yes. In order to assemble enough points for an excellent grade for the class you will have to complete at least 100 POTENTIAL points. For example, you can earn enough points this way by completing the Collective Bargaining Simulation, plus the two exams. There are many other possible combinations that you can use, based on your individual circumstances.

You MAY complete a regular exam and an out-of class essay, but NOT for the same exam.

For example you could take an in-class mid-term and then complete Paper #3 and Paper #4, but you could NOT take the midterm and write Paper #1.

Please keep a tally of how many points you have accumulated as you go along.

3. Will I receive extra credit if I complete many assignments?

The only extra credit available in the course are the quizzes. You may complete more than the minimum number of assignments; you will not receive extra credit for doing so, but you will increase your odds of doing well. I will count the highest combination of assignments/quizzes/exams that yields you 100 points for the course.

Students who have earned 100 possible points prior to the final exam may choose NOT to take the final exam but simply earn the grade they have so far. That is, you may exempt yourself from the final exam! This is O.K. at any grade level—i.e. you may choose to not take the final if you already have earned a “C” in the course, etc.

If you are very close to a desired grade toward the end of the course, though, please be aware that I will NOT curve the grades. Thus if you have 89 points total prior to the final exam and you want to receive an A for the course, you WOULD need to take the final exam to pull up your grade.

****PLEASE NOTE:** All due dates and times are for the central time zone. Therefore, if you travel to another time zone, you must still turn in all assignments in at the correct time for the central time zone and not the time zone that you are in at that moment. You are responsible for making sure that you make all of your deadlines when traveling to other time zones.

5.0 Grading Scale/Formula

*******Grading Scale*****Note the C, D, and F**

Points

90-100 = A - Excellent

80-89 = B - Good

70-79 = C - Acceptable

65-69 = D – Needs Significant Improvement

64 or less = F - Unacceptable

Due to the multiple opportunities to do extra work to improve your grade, grades WILL NOT be adjusted at the end of the semester for any reason except a mathematical error. If you believe I have made a mathematical error in calculating your grade, please email me your grades, and your calculation of your grade, so that I can re-calculate your grade.

6.0 Grade Issues and My Responses

NO LATE WORK OR MAKE UP WORK WILL BE ACCEPTED. NO EXCEPTIONS.

My assignments and grading method allows you to complete additional work to improve your grade if you miss a due date. Because this extra work is built in to the semester, I will not change my schedule and do extra work to accommodate your lateness.

Posting of Grades

- Student grades be posted on the Canvas Grade book where students can monitor their status.
- I will hand back quizzes, papers and exams as soon as possible; usually at the next class.

COURSE OUTLINE AND CALENDAR

8.0 Semester Calendar (Subject to change)

Week 1 – August 30	1. Required Reading: Syllabus, Chapter 1 Contemporary Labor Relations, and Chapter 2 Labor Unions: Good or Bad?
Week 2 – September 6	1. Required Reading: Chapter 3 Historical Development
Week 3- September 13	1. Required Reading: Chapter 4 Labor Law 2. Choose your collective bargaining teams and prepare a list of your team members.
Week 4-September 20	1. Required Reading: Chapter 5 Labor and Management: Strategies, Structures, and Constraints
Week 5-September 27	No class. I have to be out of town for my other job. I will make this class up by providing an optional review session prior to the final exam.
Week 6- October 4	1. Required Reading: Chapter 6 Union Organizing and Chapter 7 Bargaining
Week 7- October 11	1. Midterm covering Chapters 1-7; Papers 1 and 2 due by 6:30 p.m. on October 11 2. Required Reading: Chapter 8 Impasses, Strikes, and Dispute Resolution 3. Be working on your Team Negotiation Plan.

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| Week 8- October 18 | <ol style="list-style-type: none"> 1. Required Reading: Chapter 9 Contract Clauses and Their Administration 2. Be working on your Team Negotiation Plan |
| Week 9- October 25 | <ol style="list-style-type: none"> 1. Work on your Team Negotiation Plan. 2. Team Negotiation Plan is due by WEDNESDAY, March 22nd by midnight (23:59). |
| Week 10- November 1 | <ol style="list-style-type: none"> 1. Required Reading: Chapter 10 Flexibility, Empowerment, and Partnership 2. Work on your Collective Bargaining Simulation. Work with your team to make any necessary changes to your Team Negotiation Plan and then begin negotiations with the other team. |
| Week 11- November 8 | <ol style="list-style-type: none"> 1. Required Reading: Chapter 11 Globalization 2. Work on your Collective Bargaining Simulation. |
| Week 12- November 15 | <ol style="list-style-type: none"> 1. Work on your Collective Bargaining Simulation. You should be finalizing your Collective Bargaining Agreement final terms with the other team this week. |
| Week 13- November 22 | No class. Happy Thanksgiving! |
| Week 14- November 29 | <ol style="list-style-type: none"> 1. Required Reading: Chapter 12 Comparative Labor Relations 2. Collective Bargaining ceases on Sunday, November 26, 2017 at 11:59 PM (23:59). If you and your opposing team have not reached an agreement as to ALL the terms of your collective bargaining agreement, you are deemed to have gone on Strike at 11:59 PM (23:59). 3. Work on your Collective Bargaining Simulation, Team Collective Bargaining Papers and Peer Evaluations. 4. Team Collective Bargaining Papers and Peer Evaluations are due by November 29 at 6:30 p.m. |
| Week 15- December 6 | <ol style="list-style-type: none"> 1. Required Reading: Chapter 13 What Should Labor Relations Do? |
| Week 16- December 13 | <ol style="list-style-type: none"> 1. Final Exam covering Ch. 8-13 2. Papers 3 and 4 due by 6:30 p.m. on December 13, 2017. |

Important University Dates:

August 28, Add/Drop/Late Registration begins

August 30, Add/Drop/Late Registration ends, 16-week and 1st 8-week classes

September 1, Priority Deadline to Submit Graduation Application

September 4, Labor Day, CAMPUS CLOSED

September 5, Last day to drop 1st 8-week classes with no record

September 13, Last day to drop 16-week classes with no record

September 22, Last day to drop a 1st 8-week class with a Q or withdraw with a W

October 6, Deadline to submit graduation

October 20, Last day to withdraw from the University (1st 8-week classes WF)

October 23, Add/Drop/Late Registration begins, 2nd 8-week classes

October 26, Add/Drop/Late Registration ends, 2nd 8-week classes
October 30, Last day to drop 2nd 8-week classes with no record
November 10, Veteran's Day
November 10, Last day to drop with a Q or withdraw with a W (16-week classes)
November 17, Last day to drop a 2nd 8-week class with a Q or withdraw with a W
November 23-24, Thanksgiving, CAMPUS CLOSED
December 15, Last day to withdraw from the University (16-week and 2nd 8-week classes)
December 15, Last day to file for Degree Conferral (Registrar's Office)
December 15, Commencement (End of Fall Term)
December 25-January 1, WINTER BREAK

TECHNOLOGY REQUIREMENTS AND SUPPORT

Technology Requirements.

You will need access to a computer, Microsoft Word, and a printer. These are available in the library. Please plan ahead so that you will not miss a deadline your printer runs out of ink or your power goes out.

*Technology issues are **not** an excuse for missing a course requirement – make sure your computer is configured correctly and address issues well in advance of deadlines.*

This course will use the A&M-Central Texas Instructure Canvas learning management system. Logon to A&M-Central Texas Canvas [<https://tamuct.instructure.com>].

Username: Your MyCT username (xx123 or everything before the "@" in your MyCT e-mail address)

Password: Your MyCT password

Technology Support.

For log-in problems, students should contact Help Desk Central.

24 hours a day, 7 days a week:

Email: helpdesk@tamu.edu

Phone: (254) 519-5466

[Web Chat](http://hdc.tamu.edu): [<http://hdc.tamu.edu>]

Please let the support technician know you are an A&M-Central Texas student.

For issues with **Canvas**, select "chat with Canvas support," submit a support request to Canvas Tier 1, or call the Canvas support line: 1-844-757-0953, links to all are found inside of Canvas using the "Help" link.

For issues related to course content and requirements, contact your instructor.

UNIVERSITY RESOURCES, PROCEDURES, AND GUIDELINES

Drop Policy.

If you discover that you need to drop this class, you must complete a [Drop Request Form](https://www.tamuct.edu/registrar/docs/Drop_Request_Form.pdf) [https://www.tamuct.edu/registrar/docs/Drop_Request_Form.pdf].

Professors cannot drop students; this is always the responsibility of the student. The Registrar's Office will provide a deadline on the University Calendar for which the form must be completed, signed and returned. Once you return the signed form to the Registrar's Office, you must go into Warrior Web and confirm that you are no longer enrolled. If you still show as enrolled, FOLLOW-UP with the Registrar's Office immediately. You are to attend class until the procedure is complete to avoid penalty for absence. Should you miss the drop deadline or fail to follow the procedure, you will receive an F in the course, which may affect your financial aid and/or VA educational benefits.

Academic Integrity.

Texas A&M University -Central Texas values the integrity of the academic enterprise and strives for the highest standards of academic conduct. A&M-Central Texas expects its students, faculty, and staff to support the adherence to high standards of personal and scholarly conduct to preserve the honor and integrity of the creative community. Academic integrity is defined as a commitment to honesty, trust, fairness, respect, and responsibility. Any deviation by students from this expectation may result in a failing grade for the assignment and potentially a failing grade for the course. Academic misconduct is any act that improperly affects a true and honest evaluation of a student's academic performance and includes, but is not limited to, cheating on an examination or other academic work, plagiarism and improper citation of sources, using another student's work, collusion, and the abuse of resource materials. All academic misconduct concerns will be reported to the university's Office of Student Conduct. Ignorance of the university's standards and expectations is never an excuse to act with a lack of integrity. When in doubt on collaboration, citation, or any issue, please contact your instructor before taking a course of action.

Academic Accommodations.

At Texas A&M University-Central Texas, we value an inclusive learning environment where every student has an equal chance to succeed and has the right to a barrier free education. The Department of Access and Inclusion is responsible for ensuring that students with a disability receive equal access to the University's programs, services and activities. If you believe you have a disability requiring reasonable accommodations please contact the Department of Access and Inclusion at (254) 501-5831. Any information you provide is private and confidential and will be treated as such.

For more information please visit our [Access & Inclusion](https://www.tamuct.edu/student-affairs/access-inclusion.html) webpage [https://www.tamuct.edu/student-affairs/access-inclusion.html].

Texas A&M University-Central Texas supports students who are pregnant and/or parenting. In accordance with requirements of Title IX and guidance from US Department of Education's Office of Civil Rights, the Dean of Student Affairs' Office can assist students who are pregnant and/or parenting in seeking accommodations related to pregnancy and/or parenting. For more information, please visit <https://www.tamuct.departments/index.php>. Students may also contact the institution's Title IX Coordinator. If you would like to read more about these [requirements and guidelines](http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf) online, please visit the website [http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf].

Tutoring.

Tutoring is available to all A&M-Central Texas students, both on-campus and online. On-campus subjects tutored include Accounting, Advanced Math, Biology, Finance, Statistics, Mathematics, and Study Skills. Tutors are available at the Tutoring Center in Warrior Hall, Suite 111.

If you have a question regarding tutor schedules, need to schedule a tutoring session, are interested in becoming a tutor, or any other question, contact Academic Support Programs at 254-519-5796, or by emailing Larry Davis at Imdavis@tamuct.edu.

Chat live with a tutor 24/7 for almost any subject on your computer! Tutor.com is an online tutoring platform that enables A&M-Central Texas students to log-in and receive FREE online tutoring and writing support. This tool provides tutoring in over forty subject areas. Access Tutor.com through Canvas.

The University Writing Center.

Located in 416 Warrior Hall, the University Writing Center (UWC) at Texas A&M University-Central Texas is a free workspace open to all TAMUCT students from 10am-5pm Monday-Thursday with satellite hours in the University Library on Mondays from 6:00-9:00pm. Students may arrange a one-on-one session with a trained and experienced writing tutor by visiting the UWC during normal operating hours (both half-hour and hour sessions are available) or by making an appointment via [WCOnline](https://tamuct.mywconline.com/) [<https://tamuct.mywconline.com/>]. In addition, you can email Dr. Bruce Bowles Jr. at bruce.bowles@tamuct.edu to schedule an online tutoring session. Tutors are prepared to help writers of all levels and abilities at any stage of the writing process.

While tutors will not write, edit, or grade papers, they will assist students in developing more effective composing practices. By providing a practice audience for students' ideas and writing, our tutors highlight the ways in which they read and interpret students' texts, offering guidance and support throughout the various stages of the writing process. In addition, students may work independently in the UWC by checking out a laptop that runs the Microsoft Office suite and connects to WIFI, or by consulting our resources on writing, including all of the relevant style guides. Whether you need help brainstorming ideas, organizing an essay, proofreading, understanding proper citation practices, or just want a quiet place to work, the University Writing Center is here to help!

If you have any questions about the University Writing Center, please do not hesitate to contact Dr. Bruce Bowles Jr. at bruce.bowles@tamuct.edu.

University Library.

The University Library provides many services in support of research across campus and at a distance. We offer over 200 electronic databases containing approximately 250,000 eBooks and 82,000 journals, in addition to the 72,000 items in our print collection, which can be mailed to students who live more than 50 miles from campus. Research guides for each subject taught at A&M-Central Texas are available through our website to help students navigate these resources. On-campus, the library offers technology including cameras, laptops, microphones, webcams, and digital sound recorders.

Research assistance from a librarian is also available twenty-four hours a day through our online chat service, and at the reference desk when the library is open. Research sessions can be scheduled for more comprehensive assistance, and may take place on Skype or in-person at the library. Assistance may cover many topics, including how to find articles in peer-reviewed journals, how to cite resources, and how to piece together research for written assignments.

Our 27,000-square-foot facility on the A&M-Central Texas main campus includes student lounges, private study rooms, group work spaces, computer labs, family areas suitable for all ages, and many other features. Services such as interlibrary loan, TexShare, binding, and laminating are available. The library frequently offers workshops, tours, readings, and other events. For more information, please visit our [Library website](https://tamuct.libguides.com/) [https://tamuct.libguides.com/].

A Note about Sexual Violence at A&M-Central Texas

Sexual violence is a serious safety, social justice, and public health issue. The university offers support for anyone struggling with these issues. University faculty are mandated reporters, so if someone discloses that they were sexually assaulted (or a victim of Domestic/Dating Violence or Stalking) while a student at A&M-Central Texas, faculty members are required to inform the Title IX Office. If you want to discuss any of these issues confidentially, you can do so through Counseling Services (254-501-5956) located on the second floor of Warrior Hall.

Sexual violence can occur on our campus because predators often feel emboldened, and victims often feel silenced or shamed. It is incumbent on ALL of us to find ways to actively create environments that tell predators we don't agree with their behaviors and tell survivors we will support them. Your actions matter. Don't be a bystander; be an agent of change. For additional information on campus policy and resources visit the [Title IX webpage](https://www.tamuct.edu/departments/compliance/titleix.php) [https://www.tamuct.edu/departments/compliance/titleix.php].

Copyright Notice.

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