



MGMT 5307: Responsibilities and Ethics of Leadership

COURSE SYLLABUS

Fall 2018 (16 Week Session), CRN 80290, Section 110 Online

INSTRUCTOR AND CONTACT INFORMATION

Instructor: Dr. Barbara W. Altman
Office: FH 318i
Email: Canvas Messages (preferred communication method)
If Canvas is down: altman@tamuct.edu

Office Hours:

Mondays: 2:00 – 4:00 p.m. except 9/3, 9/10, 9/24, 10/8, 11/12
Wednesdays: 10 a.m. – Noon except 9/12, 9/18, 10/10, 10/31, 11/14, 11/21
Thursdays: 4:00 – 5:45 p.m. except 11/1, 11/22
And by appointment – phone and online (via Zoom)

Mode of instruction and course access:

This course is a 100% online course utilizing the A&M-Central Texas Canvas Learning Management System [<https://tamuct.instructure.com>] for class communications, content distribution, and assessments. Students will access all course materials (except textbook), assignments, student-instructor and student-student communication, activities, quizzes, and resource links via the Course web site and Library eReserves.

Student responsibilities:

Students must be self-disciplined and a self-starter to be successful in this class. The reading load is substantial, the topics complex and you will need to carefully think through and support your perspectives on the issues with well documented rationales. Good writing skills are essential as case analyses, journal writing, discussion forums and papers are all required assessments. Please review this Syllabus, the grading points/assignments, and course schedule in detail prior to agreeing to all course requirements via the Student Course Agreement.

Student-instructor interaction:

I am readily accessible through the Canvas email function in the course web site. I check messages often and will get back to you within 24 hours during the week (usually much sooner!) and within 36 hours on the weekend. There is also a “Course Q&A” Discussion Forum for students to post questions about the class that all students would most likely be interested in. I encourage students to interact with me to ask questions about upcoming assignments, get clarity on course concepts, and/or review your grading status in the course. If you live in the Central Texas area, feel free to come by during on campus office hours (listed above). If you wish to meet in person outside of office hours or via phone or web-conferencing please send me a Canvas message with several options for days/times and I will respond confirming one of your options. *Occasionally, a University meeting or Conference travel will preempt office hours; should this happen, the change will be posted via an Instructor Announcement. The travels days*

I am already aware of are noted above as exceptions to Monday/Wednesday/Thursday office 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 911Cellular 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

Course Description: Analyze an organization's social and environmental responsibilities to its employees, customers, and other key stakeholder groups. Emphasis is given to the case study and related methods for evaluating the performance of various organizations. Develop a theoretical framework for understanding ethics, principles and values of leadership as they affect the organization, the environment, and society. Prerequisite(s): Management leveling

Student Learning Outcomes:

1. Define key ethical and moral reasoning frameworks and explain their impact in the business setting.
2. Identify and describe key elements of an effective organizational ethics program.
3. Evaluate your own approach to ethics and values, and the implications for your career.
4. Apply the "Giving Voice to Values" framework to organizational scenarios.
5. Analyze and critique real-case situations regarding ethical, social responsibility and sustainability leadership.
6. Explore avenues to remedy social issues using stakeholder coalitions and responsible leadership.
7. Recognize innovative approaches to sustainability challenges.
8. Recognize advanced stages of corporate citizenship performance.
9. Perform an ethical and social audit of an organization and recommend improvements based on findings.

Detailed learning outcomes associated with each module are included on the course web site.

Required Reading and Textbook(s):

Collins, D. (2018) Organization Ethics: Best Practices for Designing and Managing Organization. 2nd edition, Sage. NOTE: The 2nd edition is required!

Students can choose either of the following versions of the text:

eBook only: ISBN 9781544324616

Loose-leaf and eBook Bundle: ISBN 9781544344676

The text can be purchased via the University Bookstore or online options are available via:

<https://us.sagepub.com/en-us/nam/business-ethics-interactive-ebook/book261757>

Required supplemental readings will be provided on the Course web site and Library eReserves.

COURSE REQUIREMENTS

a. Student Profile and Course Agreement

Students must read this Syllabus carefully and document they understand all course requirements by the end of the first week of class. The course agreement certifies students understand this Syllabus, all required course assignments, and the expectations associated with this graduate online class. This completed agreement is worth 15 grading points.

b. Introductory Discussion Forum

The first week of class students are required to participate in a Discussion Forum intended to begin to build a community of learning and inquiry in the class. See the course web site for elements to include in this post; a recent photo is required. Students who are not comfortable posting a picture to the Discussion Forum may email one privately to Dr. Altman. Completion of this posting on time and with all required elements is worth 15 grading points.

c. Exams: (Learning objectives 1 & 2)

There are 2 required combined multiple choice, and true/false exams covering the models, terms, and concepts in the text chapters and selected supplemental readings. Each Exam will be available over a 4 day period online; for dates see the course calendar. Exams will be timed and once started, must be completed at that time. The PPT slides, video lectures, and publisher provided key word definitions and self quizzes for each Chapter demonstrating the key frameworks and sample questions are good study tools for the exams. Each Exam is worth 120 grading points. *There will be no make-ups for missed Exams unless there is a documented medical emergency. Upon receipt of a doctor's statement, an equivalent exam will be assigned.*

d. Case Analysis Assignments: (Learning objectives 1 & 5)

There are 2 case analyses assigned through the course of the semester. Instructions for analyzing cases in this class will be provided on the course web site. Students must demonstrate understanding of the text frameworks and strong analysis and writing skills in each case assigned. Each case study assignment is worth 50 grading points.

e. Engagement Exercises: (Learning objectives 1 & 6)

These short exercises, either written or video-based, challenge you to confront ethical dilemmas or corporate social responsibility issues using the frameworks you are learning in the book. Each exercise is worth 30 grading points.

f. Discussion Forums: (Learning objectives 1, 2, 3, 5 & 8)

Online discussion forums will be required 6 times during the semester on topics related to the assigned chapter readings, supplemental readings or as a follow-up to an individual assignment, especially the semester long ethics audit project. Each forum requires an initial post (20 points) and substantive responses to colleagues' postings (10 points). Specific topics and instructions for each Forum will be posted on the Course web site. Students should pay special attention to the interim deadlines for first postings (Friday nights) as these first posts require reading and research. Second posts have Monday evening deadlines. These response posts require you to read colleagues' posts carefully and reply with new insights "extending" your learning and theirs.

g. Journal Entries: (Learning objectives 3 & 4)

Two reflective journal papers will be assigned during the semester for students to engage with their personal values and ethics topics, and how these issues impact their individual careers. Both papers will be assigned in conjunction with the "Giving Voice to Values" (GVV) curriculum, which will be available via the course web site. Each Journal is worth 40 grading points.

h. Ethics Audit Project: (Learning objectives 2 & 9)

Students will identify early in the semester a company or organization they wish to explore in-depth for their ethical and corporate responsibility programs (Ethics Audit Choice memo – 10 points). Throughout the semester students will research their approved choice organization using the Collins “Optimal Ethics System Check-Up” (in text) using company materials and library database sources. Several associated assignments provide “check-ins” for each student’s audit research. Students will write an 8 – 10 page descriptive and analytical case outlining their chosen company’s approach to ethics and offering insights on found weaknesses and ways to improve. Details on this Final Ethics Audit paper will be provided via the course web site. It is worth 100 grading points and is in lieu of a final in this course. The Executive Summary of each student’s audit paper will be posted online as the final Discussion Forum of the semester.

Grading Criteria Rubric and Conversion

Grading rubrics are provided for all course assignments within the Canvas course web site. Students should review these rubrics carefully when preparing assignments.

There are 800 grading points available in this class, assigned as follows:

Student Agreement/Course Profile	15
Introductory Discussion Forum	15
Ethics Audit Choices Memo	10
Exam 1 (over Ch. 1-6 and supplemental readings):	120
Exam 2 (over Ch. 7-12 & supplemental readings):	120
Total Exams:	240
Discussion Forums (6@30 points)	180
Engagement Exercises (2@30 points)	60
Major Case Analyses (2@ 50 points)	100
Reflection Journals (2@40 points)	80
Final Ethics Audit Case	100
Total:	800 points

Grades are assigned as follows:

<u>Course Grade</u>	<u>Calculation</u>	<u>Minimum Points Required</u>
A	90% X 800	720
B	80% X 800	640
C	70% X 800	560
D	60% X 800	480
F	50% X 800	400 and below

Grading Policy

Minimum points required for a specific course grade are noted on the above table. *Minimum points required for a specific course grade will NOT be revised for any reason. There is no extra credit in this class.*

Posting of Grades

All student grades will be posted in the Canvas Grade Book and students should monitor their grading status through this tool. Grades for Exams will be posted after the availability period has expired. Grades for Cases, Journals and Engagement Assignments will be posted no later than one week following the due date. Grades for Discussion Forums will be posted within five

days of the last due date.

COURSE OUTLINE AND CALENDAR

This schedule is provided as your guide to the course; students should post all deadlines to the calendar tool they find most useful. All resources (except text) and detailed assignment instructions are posted to Modules in the Course Web Site. Weekly units begin on Tuesday and close the following Monday night. Due dates are given in this schedule; the associated time with each is 11:59 p.m. Points associated with each assignment are shown after in parentheses.

Module Dates	Topic Areas/Readings	Assigned Readings\Assessments and Assignments (Items in bold are for grading points, #points shown)
Week 1 8/27 – 9/3	Course Overview and Introduction Managers as Ethical, Responsible Leaders and Role Models	Read 3 articles in EReserves, Ethical Leadership folder: 1. Schwartz, “Developing and Sustaining an Ethical Culture” 2. Trevino et al., “Moral Person, Moral Manager” 3. Maak & Pless, “Responsible Leadership in a Stakeholder Society” Watch Dr. Altman Course Welcome and Introduction Video Submit completed Course Agreement by 9/3 (15) Post to Introductory Discussion Forum by 9/3 (15) Post to Discussion Forum I, Post 1 due 8/31 (20), Response posts due 9/3 (10)
Week 2 9/4 – 9/10	Unethical Behavior in Organizations Business Ethics – History Introduction to Optimal Ethics Systems Model and Project	Read Collins, Chapters 1 & 2 Watch Dr. Altman PPT Video for Ch. 1, read PPT notes for Ch. 1 Prepare Case 11, “The Pros and Cons of a Living Wage”, pp. 431-440. Due 9/10 (50) Complete Discussion Questions in Assignment (NOT those in text) Watch Dr. Altman Video – Optimal Ethics Project Submit “Ethics Audit Choices Memo”, due 9/10 (10)

Module Dates	Topic Areas/Readings	Assigned Readings\Assessments and Assignments (Items in bold are for grading points, #points shown)
Week 3 9/11 – 9/17	Hiring Ethical People Ethical Codes of Conduct	Read Collins, Chapters 3 & 4 Review PPT lectures with Dr. Altman notes Post to Discussion Forum 2, Post 1 (which includes Ethics Code for your approved Ethics Audit Company) due 9/14 (20); Response Posts due by 9/17 (10)
Week 4 9/18 – 9/24	Ethical Decision-Making Ethics Training	Read Collins, Chapters 5 & 6 Watch Dr. Altman Ch. 5 PPT Video, review Ch. 6 PPT with notes Video Ethical Dilemma Engagement Exercise due 9/24 (30)
Week 5 9/25 – 10/1	Introduction to Giving Voice to Values (GVV)	Read supplemental Readings – GVV Folder course web site Watch Intro to GVV Video Watch “Ethics Unwrapped” Videos Prepare Reflection Journal 1, due 10/1 (40)
Week 6 10/2 – 10/8	Exam 1 covering Chapters 1-6 and supplemental readings	Exam 1 available Online 10/5, 8 a.m., due 10/8, 11:59 p.m. (120)
Week 7 10/9 – 10/15	Ethical Leadership and GVV	Read Additional Readings on Ethical Leadership (eReserves) Watch Dr. Altman video on Ethical Leadership Read GVV – Part 2 Readings, course web site Reflection Journal 2 Due 10/15 (40)

Module Dates	Topic Areas/Readings	Assigned Readings\Assessments and Assignments (Items in bold are for grading points, #points shown)
Week 8 10/16 – 10/22	Managers as Ethical Leaders – Role of Performance Assessments Ethically Engaging and Empowering Employee	Read Collins, Chapters 9 and 10 Read Supplemental Article in EReserves Watch Dr. Altman video Prepare Case 14, “The Volkswagen Diesel Emissions Scandal”, pp. 458 – 465, Answer Discussion Questions in assignment (NOT text), due 10/22 (50)
Week 9 10/23 – 10/29	Respecting Employee Diversity Ethics Reporting Systems	Read Collins, Chapters 7 & 8 Review Ch. 7 & 8 PPT with notes Perform Company Ethics Audit on Chapters 7 or 8 elements, Post 1 to Discussion Forum 3, due 10/26 (20); Response Posts due 10/29 (10)
Week 10 10/30 – 11/5	Environmental Management and Sustainability	Read Ch. 11 Supplemental readings (eReserves), web sites and videos (course web site) Watch Dr. Altman video Discussion Forum 4 “Momentum for Change” research, post 1 due 11/2 (20), Response posts due 11/5 (10)
Week 11 11/6 – 11/12	Corporate Social Responsibility (CSR)	Read Ch. 12 Read supplemental readings on eReserves and course web site Watch Dr. Altman video Discussion Forum 5, “CSR Reports and Credibility” research, Post 1 due 11/9 (20); Response posts due 11/12 (10)
Week 12 11/13 – 11/19	Exam 2 covering Chapters 7-12 and supplemental readings	Exam 2 available Online 11/16, 8:00 a.m. Due 11/19, 11:59 p.m. (120)

Unit Dates	Topic Areas/Readings	Assigned Readings\Assessments and Assignments (Items in bold are for grading points)
Week 13 (extended due to Thanksgiving) 11/20 – 11/28	Responsible Leadership for a Sustainable World	Read Dr. Altman’s narrative on the resources for this topic Supplemental readings and video – eReserves and in Canvas module Engagement activity due 11/28 (30)
Week 14 & 15 11/29 – 12/10	Final Paper	Audit Case Paper due 12/10 (100)
Week 16 12/11 – 12/14 (note short week)	Case Findings Sharing/Reactions Course Wrap-Up	Discussion Forum 6, Post 1 due 12/12 (20) and Responses 12/14 (10) Watch Dr. Altman Course Wrap-Up Video

Import University Dates:

August 27, Add/Drop/Late Registration begins

August 29, Add/Drop/Late Registration ends, 16-week and 1st 8-week classes

September 3, Labor Day, CAMPUS CLOSED

September 12, Last day to drop 16-week classes with no record

October 5, Deadline to submit Graduation Application for Ceremony Participation

October 19, Last day to withdraw from the University (1st 8-week classes WF)

November 12, Veteran’s Day

November 9, Last day to drop with a Q or withdraw with a W (16-week classes)

November 22-23, Thanksgiving, CAMPUS CLOSED

December 14, Last day to withdraw from the University (16-week and 2nd 8-week classes)

December 14, Last day to file for Degree Conferral (Registrar’s Office)

December 14, End of Fall Term and Commencement

TECHNOLOGY REQUIREMENTS AND SUPPORT

Technology Requirements

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

Canvas Support

Use the Canvas Help link, located at the bottom of the left-hand menu, for issues with Canvas. You can select "Chat with Canvas Support," submit a support request through "Report a Problem," or call the Canvas support line: 1-844-757-0953.

Other 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 this course, you will need reliable and frequent access to a computer and to the Internet. If you do not have frequent and reliable access to a computer with Internet connection, consider dropping this course and taking it next semester when it is offered in a blended format.

Check browser and computer compatibility for all computers you will be using for this course this semester. This is a CRITICAL step as these settings are important when you take an exam or submit an assignment.

Technology issues are not an excuse for missing a course requirement or deadline – make sure your computer is configured correctly and address issues well in advance of deadlines. Complying with this requirement is part of your "Course Agreement".

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 Dr. Altman via Canvas messages or the "Course Q&A" Discussion Forum.

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 Academic 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.

The Academic Integrity web site is found in the Orientation portion of the Canvas web site for this class. You are required to read it and verify in your Course Agreement that you have done so and agree to follow it. A found incidence of Academic Dishonesty for any assignment, project or exam in this class will result in 0 points and be referred to the Office of Student Conduct for action. Multiple incidences will result in an F course grade.

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 Office 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 Office 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) web page [https://www.tamuct.edu/student-affairs/access-inclusion.html].

If you require accommodations for this class, please let Dr. Altman know within the first two weeks of class, with the appropriate paperwork. All approved requests will be honored.

Important information for Pregnant and/or Parenting Students.

Texas A&M University-Central Texas supports students who are pregnant and/or parenting. In accordance with requirements of Title IX and related 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. Students should seek out assistance as early in the pregnancy as possible. For more information, please visit the [Student Affairs](https://www.tamuct.edu/student-affairs/index.html) web page [https://www.tamuct.edu/student-affairs/index.html]. Students may also contact the institution's Title IX Coordinator. If you would like to read more about these [requirements and guidelines online](http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf), please visit the website [http://www2.ed.gov/about/offices/list/ocr/docs/pregnancy.pdf].

Title IX of the Education Amendments Act of 1972 prohibits discrimination on the basis of sex and gender—including pregnancy, parenting, and all related conditions. A&M-Central Texas is able to provide flexible and individualized reasonable accommodation to pregnant and parenting students. All pregnant and parenting students should contact the Associate Dean in the Division of Student Affairs at (254) 501-5909 to seek out assistance. Students may also contact the University's Title IX Coordinator.

University Writing Center.

Located in Warrior Hall 416, the University Writing Center (UWC) at Texas A&M University-Central Texas (TAMUCT) is a free workspace open to all TAMUCT students from 10:00 a.m.-5:00 p.m. Monday thru Thursday with satellite hours in the University Library Monday thru Thursday from 6:00-9:00 p.m. This semester, the UWC is also offering online only hours from 12:00-3:00 p.m. on Saturdays.

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 [WOnline](https://tamuct.mywconline.com/) at [https://tamuct.mywconline.com/]. In addition, you can email Dr. Bruce Bowles Jr. at bruce.bowles@tamuct.edu for any assistance needed with scheduling.

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 UWC is here to help! If you have any questions about the UWC, 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 85,000 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 24 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](http://tamuct.libguides.com/index) [http://tamuct.libguides.com/index].

The library Management resource guide and associated databases (<https://tamuct.libguides.com/c.php?g=117073>) will be particularly useful in this class for the final case paper assigned in this class. This class will also be taking advantage of the Library eReserves resource; copyrighted published articles assigned for this class will be made available through eReserves.

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 TAMUCT, 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 Student Counseling (254-501-5955) located on the second floor of Warrior Hall (207L).

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].

INSTRUCTOR POLICIES

Course Standards

Professional level writing and communication are critical skills in the business world. This standard should be displayed in all assignments for this class. All communications, both to the Professor and student colleagues, should be kept professional, including Discussion Forum postings and messages. For online correspondence, appropriate “netiquette” rules should always be followed (see orientation module on course web site for netiquette readings). For written assignments, all work should be proofread, free of grammatical errors, include proper citations and be in accordance with American Psychological Association (APA) standards.

Copyright Notice

Students should assume that all course material is copyrighted by the respective author(s). Reproduction of course material is prohibited without consent by the author and/or course instructor. Violation of copyright is against the law and Texas A&M University-Central Texas’ Code of Academic Honesty. All alleged violations will be reported to the Office of Student Conduct.

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altman@tamuct.edu.

Professor Altman reserves the right to make changes to this Syllabus should circumstances during the semester cause revision. Note the date below of this Syllabus. Should changes be necessary a revised Syllabus will be posted on the Course web site, an announcement posted to that effect, and the new version will have a different date in the footer.