



TEXAS A&M
UNIVERSITY
CENTRAL TEXAS

MGMT 5301.130 -140 – Organizational Behavior
(Hyflex) Fall 2021: Aug 23 – Dec 10: Face-to-face Founder’s Hall, Rm# 303 and Online

INSTRUCTOR AND CONTACT INFORMATION

Instructor: Angela Patrick, PhD, PMP
Office: Founder’s Hall #217
Cell Phone: (254) 681 1416
Email: abpatrick@tamuct.edu – Canvas message is preferred for communications. Please allow 24 hours for a response on a weekday, and 48 hours on a weekend.
Office Hours: Office hours are online and by appointment only.

College of Business Administration Department Information:
COBA Department Main Phone Number: 254-519-5437
COBA Department Main Email: cobainfo@tamuct.edu

WARRIOR SHIELD

Emergency Warning System for Texas A&M University-Central Texas

Warrior Shield 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 Warrior Shield through their myCT email account.

Connect to Warrior Shield by [911Cellular](#)

[<https://portal.publicsafetycloud.net/Account/Login>] to change where you receive your alerts or to opt out. By staying enrolled in Warrior Shield, university officials can quickly pass on safety-related information, regardless of your location.

Mode of Instruction and Course Access: This is a hyflex course that utilizes the TAMUCT 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.

This graduate course is extremely time intensive. Be sure you are ready and willing to meet these time and workload challenges.

Student-Instructor Interactions: I check Canvas message and email every day during the work week. For emails sent on a weekend, please allow up to 48 hours for a response. Students with questions are encouraged to reach out to me at any time.

COURSE INFORMATION

Required Textbook:



Organizational Behavior: Improving Performance and Commitment in the Workplace. Authors: Colquitt, J, LePine, J. & Wesson, M. Publisher: McGraw-Hill Education. 7th Edition. ISBN: 978-1260261554. You will not need access to Connect.

Throughout the course, you will be required to watch two movies: *Moneyball* and *Outsourced*. TAMUCT library has the online version of both movies. The link to these movies will be provided through our Canvas website.

Course Overview and Description:

The purpose of this course is to demonstrate the importance of organizational behavior to your own personal and organizational life. You are or probably will be an employee of an organization—and in all likelihood of several organizations—during your career. You may eventually become a team leader, a manager, or an executive. Studying organizational behavior will help you attain the knowledge and competencies needed to perform effectively in all of these roles. These will help you diagnose, understand, explain, and act on what is happening around you in your job.

Student Learning Objectives (SLOs):

At the conclusion of the course students will be able to:

1. Understand and apply concepts of organizational behavior.
2. Understand and apply the primary outcomes of organizational behavior necessary for organizational effectiveness.
3. Understand and apply the individual, team, and organizational mechanisms and characteristics that affect the primary outcomes of organizational behavior.
4. Understand and apply concepts relating to job satisfaction, stress, motivation, ethics, and decision making.
5. Understand and critically analyze individual employee characteristics (personality and cultural values and the different types of abilities - cognitive, emotional, and physical).
6. Understand and apply team mechanisms (communication, negotiation, leadership styles, and behaviors) to work teams of all sorts.
7. Comprehend and analyze the importance of organizational structure and organizational culture within an organization.
8. Analyze real-world organizational situations, and diagnose the critical issues and stakeholder concerns to be addressed.
9. Use organizational behavior concepts to alleviate real-world organizational issues and recommend solutions to those issues to the satisfaction of organizational stakeholders.
10. Understand the relevance of organizational behavior for sustainability and sustainable development.

11. Understand, apply, and demonstrate professionalism as described under *professional etiquette*

TECHNOLOGY REQUIREMENTS AND SUPPORT

Technology Requirements

This course will use the A&M-Central Texas Instructure Canvas learning management system. **We strongly recommend the latest versions of Chrome or Firefox browsers. Canvas no longer supports any version of Internet Explorer.**

Logon to A&M-Central Texas Canvas [<https://tamuct.instructure.com/>] or access Canvas through the TAMUCT Online link in myCT [<https://tamuct.onecampus.com/>]. You will log in through our Microsoft portal.

Username: Your MyCT email 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.

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

Online Proctored Testing

A&M-Central Texas uses Proctorio for online identity verification and proctored testing. This service is provided at no direct cost to students. If the course requires identity verification or proctored testing, the technology requirements are: Any computer meeting the minimum computing requirements, plus web camera, speaker, and microphone (or headset). Proctorio also requires the Chrome web browser with their custom plug in.

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.

COURSE REQUIREMENTS

A syllabus serves as an instructional and study planning document for both faculty and students. Although every effort will be taken to complete the semester according to the syllabus, it may become necessary to make certain changes to better facilitate the academic environment. In such an event, changes will be announced in the virtual classroom and emailed to students within one week of the change decision. Following is a description of the major course assignments as well as other components that make up the total grade for this course.

Correct APA citations, references, and formatting are essential:

ALL cases, discussions, papers, etc. require citations & references unless otherwise noted. The internet has led to a false sense of what research is all about. Those new to research tend to think that it means spending an afternoon surfing the internet and then cutting and pasting from material available. Keep in mind the internet is:

1. Not quality oriented—it has good stuff and not so good stuff. The internet does not know the difference.
2. The internet should NOT be the sole source location for your research.
3. Use the library. You have access to academic journals in the library. Academic research is far more valuable than random internet searches.

In-Class Discussions/Activities or Online Discussions (5 x 40 =200 points)

If you are in the face-to-face class there will be a total of 6 in-class discussions/activities including introductions that will be spread over the semester. There will not be in-class discussions/activities every week. Attendance to each class is crucial, as you may lose an opportunity to participate if you miss any given class.

If you do not participate in an in-class discussion/activity because you are absent (or any other reason), you will unfortunately not be able to participate and will not be able to earn points. An opportunity to complete a missed in-class discussion/activity will only be provided with written documentation of an unavoidable or unforeseeable event.

If you are in the Online class there will be a total of 6 discussion forums that will be based on the theories and concepts learned in this course that will need to be applied to the real world. You will need to respond to a minimum of 2 peers. You will need to complete the online course profile/agreement and introduction. Discussions are intended to create student-to-student interaction in the course as well as teach and reinforce module concepts. *A rubric with the grading criteria will be provided with the discussion instruction.* Discussions are interactive and time sensitive; therefore, contributions to **discussions will not be accepted late without written documentation of an unavoidable or unforeseeable event.**

Professional Conduct Expectations: Online netiquette and in-person professional conduct are required at all times. I reserve the right to delete student posts that violate netiquette expectations, including those posts that lack kindness, respect, and inclusive language towards students or the instructor. A student whose post lacks netiquette will be deleted and receive a 0 for that discussion. A student's behavior that is unprofessional and/or violates netiquette expectations will be viewed as a violation of professional etiquette. **A reduction in one final grade level (e.g., from A grade to B grade) will occur per case of a behavior that is unprofessional and/or violates netiquette expectations.** However, I reserve the right to reduce the penalty if I believe the behavior was unintentional or very minor in impact.

Case Study Assignments (4 x 100 = 400 points)

Case study assignments in this course are qualitative assessments of this course's learning objectives, which are designed to help you practice applying course concepts to solve organizational behavior problems. Case study assignments will typically involve reading a case and writing a report of 2-3 pages providing a solution to the case, or responses to instructor questions.

Research Project (200 points)

This project is the largest learning activity for the course. You will research and analyze a real organization (public, private, or non-profit). Please note that student-run groups on campus are not permitted for this project. You may select an organization in which you have worked or been a member. I advise you to be selective in choosing an issue or problem within an organization, as a lack of depth in the issue itself will not be an acceptable excuse for lack of depth in the analysis.

The project requires you to examine a problem or issue of concern in a real organization. The purpose of the project is to give you an opportunity to apply what has been learned in the course as well, as your own independent research, to problems in an organization of your team's choice.

You will focus on an issue or problem that the organization is facing and is relevant to the content of this course. It will likely take several conversations with your key contact person at the organization to identify a problem or issue that can be clearly defined, is manageable in scope, and is relevant to the course.

Irrespective of what option you choose, you are to gather information from people in an organization through direct contact. You may supplement this information with data from the media, the organization's literature, and other secondary sources. You should identify a relatively recent problem to analyze (i.e., this should not be an historical account of a problem and the company's solution). You should focus your analysis by applying the concepts from the course. While it is acceptable to incorporate several concepts from the course, please aim for depth rather than breadth regarding the use of course concepts. Project deliverables will be due throughout the semester.

Midterm Examination (100 points)

This course has two equally-weighted examinations. The first will be the midterm examination, and will reflect lessons and chapters 1 through 8. It will be composed of both multiple choice and essay questions.

Final Examination (100 points)

The second examination will be the final and will take place at the end of the semester. It will reflect lessons and chapters 9 through 16 and will also be composed of both multiple choice and essay questions.

Requirement: Professional Etiquette

Students are expected to embody professionalism to include the following:

1. **Demeanor** – Being polite, well-spoken, inclusive and mature, and demonstrating tact, respect, compassion, and appreciation - not being rude, belligerent, arrogant, or aggressive.
2. **Reliability** – Following through on tasks in a timely manner, and communicating unanticipated events.
3. **Competency** – Committing to learning and applying content from the course, acting in a responsible manner, and practicing sound judgment,

seeking assistance when appropriate.

4. **Ethics** – Being honest and trustworthy.
5. **Equality** – Refraining from giving or seeking preferential treatment unless supported by the Office of Student Success, adhering to published policies of the university, seeking assistance or clarification when appropriate.

A student who violates professional etiquette in a manner that is egregious (as determined by the instructor) may result in a failing grade for the course. A less severe penalty may be assigned by the instructor, depending on the circumstances of the situation.

SUMMARY OF GRADING CRITERIA

Grade Composition:

Requirement	Points	Detail
In-Class Discussion/Activities	200	5 discussions/activities or online discussions – 40 points each: 200 points total
Case Study Assignments	400	4 assignments - 100 points each: 400 points total
Midterm	100	1 exam : 100 points total
Final Exam	100	1 exam : 100 points total
Research Project	200	200 points total
Professional Etiquette	-	Can be a deduction factor
Total	1000	1,000 points total

Grades will be computed using the following point scale. A= 900 or more, B= 899-800, C= 799-700, D= 699-600, and F= 599 or less. (Grades will NOT be computed using the percentage scale in Canvas.)

Posting of Grades: All student grades are anticipated to be posted in the Canvas Grade book within seven days of the submission deadline and/or close of discussions. If I am unable to return grades within this timeline, I will post an announcement in the Canvas classroom with the anticipated posting date for grades. Students should monitor their grades through this tool and report any issues or concerns immediately.

Submitting Course Requirements: Please submit all course requirements (discussions, assignments, exams, etc.) through our Canvas classroom.

Getting Started:

You are nervous and experiencing sensory overload. Welcome to the club. You are not alone—almost everyone is in the same boat. For many of you this is your first graduate course. That makes this course quite a challenge. There’s so much to see and do it might be confusing at the start. However, don’t worry! I am here to guide you through the process. If in doubt, ask. (There are no dumb questions!)

The job of a graduate student is to move forward human knowledge.

I know this is intimidating, but my job is to challenge you. I want you to improve—there wouldn't be much point in taking this course if you didn't. This course is about becoming a critical thinker, learning to evaluate what you read, getting some data, evaluating the source, and developing your own conclusions and supporting them with research.

Reading the textbooks and lectures should be your starting point. You have access to the library—use it. Here is how I go about an assignment: I first read the assignment through to get a feel for it. I then get out some paper and read it again, writing down some key phrases and any ideas that occur to me. I don't just start writing a paper. Using my notes, I next try to find and read some scholarly articles. I use the words in my notes as search phrases. When I get a list of articles, I quickly scan their titles. If the titles look interesting, I scan the Abstract. Does the paper agree or disagree with my emerging ideas? I note the citations and references. Then I ask the most important question: Do I have something to say? My goal (and your goal) is to say something new. If not, I go back and try again. Finally, I write the paper with my own thoughts, weaving in the research I have done.

References show that you have done the research. They back up your opinion. When you see the word “references” think to yourself “evidence.” No references, no evidence.

COURSE SCHEDULE

(Subject to change at the instructors' discretion)

Class	Day	Activity	Due
Week 1	23-Aug	Read and review syllabus, Chapter 1 - What is organizational behavior?	F2F: Introduce Yourself due 8/23 Online: Course Profile Agreement; Introduce Yourself due 8/30
Week 2	30-Aug	Chapter 2 – Job performance	Online: Discussion #1 due 9/6
Week 3	6-Sep	Chapter 3 – Organizational commitment	
Week 4	13-Sep	Chapter 4 – Job satisfaction	F2F and Online: Case Study Assignment #1 due 9/20
Week 5	20-Sep	Chapter 16 – Organizational Culture	Online: Discussion #2 due 9/27
Week 6	27-Sep	Chapter 5 – Stress	Online: Discussion #3 due

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			10/4
Week 7	4-Oct	Chapter 6 – Motivation	F2F and Online: Case Study Assignment #2 due 10/11
Week 8	11-Oct	Chapter 7 – Trust, Justice, and Ethics	F2F and Online: Research project description due 10/18
Week 9	18-Oct	Chapter 8 – Learning and Decision Making Midterm will be administered online – Ch. 1-8.	F2F and Online: Midterm due 10/28 Online: Discussion #4 due 10/25
Week 10	25-Oct	Chapter 9 - Personality and Cultural Values	F2F and Online: Case Study Assignment #3 due 11/1
Week 11	1-Nov	Chapter 10 - Ability	Online: Discussion #5 due 11/8
Week 12	8-Nov	Chapter 11 – Teams: Characteristics and Diversity	F2F and Online: Research Executive Summary due 11/15
Week 13	15-Nov	Chapter 12 – Teams: Processes and Communication	F2F and Online: Case Study Assignment #4 due 11/22
Week 14	22-Nov	Chapter 13 – Leadership: Power and Negotiation Chapter 14 – Leadership: Styles and Behaviors	F2F and Online: Work on Research Project
Week 15	29-Nov	Chapter 15 – Organizational Structure	F2F and Online: Research Project due 12/7
Week 16	6-Dec	Final will be administered online – Ch. 9-16.	F2F and Online: Final exam due 10/9.

Important University Dates:

Aug. 23, Classes Begins

Sept. 7, Deadline to drop 16-week classes with no record
Nov. 5, Deadline to drop 16-week classes with a Q or W
Nov. 11, Veteran's Day
Nov. 25-26, Thanksgiving
Dec. 10, Fall Semester Ends
Dec. 10, Commencement Ceremony Bell County Expo 7pm
Dec. 24-31, Winter Break (university Closed)

INSTRUCTOR POLICIES

Student Participation:

Student participation is required. We learn from sharing out thoughts, ideas, experiences and backgrounds while at the same time listening to input from other students. We all come to the classroom with a wealth of knowledge for sharing, and it is vital to maintain a civil classroom environment. Your contribution to discussion is important and valued.

Late Policy:

A make-up test can be arranged if the student has a legitimate reason for missing the test and has notified the instructor before the exam has been given to the class (or as soon as possible after the exam in case of an emergency). Late submissions will only be allowed for unanticipated and legitimate reasons (e.g., unforeseeable emergency). Traveling, loss of internet access, or simply forgetting about an assignment are not considered to be unanticipated and legitimate reasons.

Spelling, Grammar, and Writing Skills:

For written assignments, all work should be proofread, free of grammatical errors, include proper citations and references in accordance with American Psychological Association (APA) standards. The content of all written assignments is what you will be evaluated on, provided that your spelling and grammar does not have major issues. I reserve the right to remove up to 10% of points on any written assignment for excessively bad grammar and spelling mistakes. Students who proofread their work, use spelling and grammar checking tools, or obtain help from the University Writing Center (described above) should not be affected by this policy.

Academic Honesty and Cheating:

All work for individual assignments and exams must be your own. You may not collaborate in any way on online exams. Any students who deliberately cheats on an exam will receive a zero grade for that exam and be reported to the university's Office of Student Conduct

I reserve the right to make reasonable alterations to the course calendar and syllabus. It is a guide, not a hard and fast rule. Changes will only be made that benefit the class as a whole. Online attendance is essential in a class of this nature. Make sure to check Canvas daily. In order to successfully pass this course a student must engage in the online course room and complete all assignments.

UNIVERSITY RESOURCES, PROCEDURES, AND GUIDELINES

Drop Policy

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

Faculty 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. Once you submit the completed 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, working with others in an unauthorized manner, 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 referred 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.

For more [information regarding the Student Conduct process](#),
[<https://www.tamuct.edu/student-affairs/student-conduct.html>].

If you know of potential honor violations by other students, you may [submit a report](#),
[https://cm.maxient.com/reportingform.php?TAMUCentralTexas&layout_id=0].

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, WH-212; or call (254) 501-5836. Any information you provide is private and confidential and will be treated as such.

For more information please visit our [Access & Inclusion](https://tamuct.instructure.com/courses/717) Canvas page (log-in required) [https://tamuct.instructure.com/courses/717]

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 [Student Affairs](https://www.tamuct.edu/student-affairs/index.html) [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](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].

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.

Tutoring

Tutoring is available to all A&M-Central Texas students, on a remote online basis. Visit the Academic Support Community in Canvas to view schedules and contact information. Subjects tutored on campus include Accounting, Advanced Math, Biology, Finance, Statistics, Mathematics, and Study Skills. Tutors will return at the Tutoring Center in Warrior Hall, Suite 111 in the Fall 2020. Student success coaching is available online upon request.

If you have a question regarding tutor schedules, need to schedule a tutoring session, are interested in becoming a tutor, or have any other question, contact Academic Support Programs at (254) 519-5796, or by emailing Dr. DeEadra Albert-Green at deeadra.albertgreen@tamuct.edu.

Chat live with a tutor 24/7 for almost any subject from on your computer! Tutor.com is an online tutoring platform that enables A&M-Central Texas students to log in and receive online tutoring support at no additional cost. This tool provides tutoring in over 40 subject areas except writing support. Access Tutor.com through Canvas.

University Writing Center

The University Writing Center (UWC) at Texas A&M University–Central Texas (TAMUCT) is a free service open to all TAMUCT students. For the Fall 2020 semester, all services will be online as a result of the COVID-19 pandemic. The hours of operation are from 10:00 a.m.-5:00 p.m. Monday thru Thursday with satellite hours online Monday thru Thursday from 6:00-9:00 p.m. The UWC is also offering hours from 12:00-3:00 p.m. on Saturdays.

Tutors are prepared to help writers of all levels and abilities at any stage of the writing process. 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. While tutors will not write, edit, or grade papers, they will assist students in developing more effective composing practices. 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!

Students may arrange a one-to-one session with a trained and experienced writing tutor by making an appointment via [WOnline](https://tamuct.mywconline.com/) [https://tamuct.mywconline.com/]. In addition, you can email Dr. Bruce Bowles Jr. at bruce.bowles@tamuct.edu if you have any questions about the UWC and/or need any assistance with scheduling.

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].

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/compliance/titleix.html) [https://www.tamuct.edu/compliance/titleix.html].

Behavioral Intervention

Texas A&M University-Central Texas cares about the safety, health, and well-being of its students, faculty, staff, and community. If you are aware of individuals for whom you have a concern, please make a referral to the Behavioral Intervention Team. Referring your concern shows you care. You can complete the [referral](https://cm.maxient.com/reportingform.php?TAMUCentralTexas&layout_id=2) online [https://cm.maxient.com/reportingform.php?TAMUCentralTexas&layout_id=2].

Anonymous referrals are accepted. Please see the [Behavioral Intervention Team](https://www.tamuct.edu/student-affairs/bat.html) website for more information [https://www.tamuct.edu/student-affairs/bat.html]. If a person's behavior poses an imminent threat to you or another, contact 911 or A&M-Central Texas University Police at 254-501-5800.

Copyright Notice

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