



**MGMT 5315-110, 80070 International Management for Sustainability
Online 16 Week Course**

Fall 2023 Semester: Aug 28- Dec 15, 2023

INSTRUCTOR AND CONTACT INFORMATION

Instructor: Dr Leyla Orudzheva

Office: Founders Hall, Suite 217L

Email: leyla.orudzheva@tamuct.edu

Office Hours:

Monday/ Wednesday 12:30 pm- 1:30 pm & By appointment Phone/Webex/Teams.

Mode of instruction and course access:

- This course is a **100% online class** and requires students to have access to reliable internet connection throughout the semester.
- The TAMUCT Canvas Learning Management System [<https://tamuct.instructure.com>] will be used for instruction and assessment.

Student-instructor interaction:

TAMUCT Canvas messaging system is the preferred communication method. I check messages regularly and usually respond within 24h during week days (48h during weekend and holidays). I can meet in-person, online or by phone during office hours and by appointment.

Occasionally, a University meeting or Conference travel will preempt my prompt responses to your message; should this happen I will post an announcement via Canvas.

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) [<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.

COURSE INFORMATION

1. Course Overview and Description:

This course will focus on international business management through a sustainability lens. Seminal and current research along with relevant real-world examples will be used to expose students to theories and frameworks pertinent to international business functions and cross-cultural management. The course will sensitize students to global business environment opportunities and stimulate generation of team-based international business solutions contributing to sustainable development and consistent with the triple bottom line approach.

1.1. Course Objective: This course is designed to facilitate students' learning of the fundamentals of international business strategies and cross-cultural management to achieve the organizational outcome of sustainable development. Throughout the course, students are expected to develop a sense of ease to manage business in a multicultural environment which will contribute to an organization's success in the social, ecological, and economic dimensions of sustainability.

1.2. Student Learning Outcomes (SLOs): Upon the successful completion of this course, students will be able to:

SLO 1. Identify the impacts of globalization on a firm's internationalization process.

SLO 2. Apply the principles of sustainability in global business environment.

SLO 3. Analyze different cross-national institutional forces that influence international businesses.

SLO 4. Discuss cultural dimensions based on cultural frameworks and apply them to global business settings.

SLO 5. Discuss ethics and corporate social responsibility issues in the global business environment.

SLO 6. Evaluate the tension between pressures for global integration and national responsiveness and identify an effective international strategy and entry mode.

SLO 7. Develop cultural intelligence to interact and manage people from different cultures.

SLO8. Identify sustainability problems across different local contexts and propose global business solutions to them

2. Prerequisites: MGMT 5301 Organizational Behavior

3. Textbook and Assigned Readings:

3.1. Required Reading and Textbook(s)

3.1.1. International Business: Competing in the Global Marketplace (12th Edition) by Charles W. L. Hill Dr, G. Tomas M. Hult

Publisher: McGraw-Hill; ISBN: 9781259929441

3.1.2. Supplemental readings will be provided via TAMUCT Library e-reserve.

3.2. Reference Guide for Professional Writing

Manual of American Psychological Association (7th ed.).

Help available at <https://tamuct.libguides.com/Psych/citing>

It is highly advisable that that you refer to the APA style guidelines, as APA is the required citation method within the Department of Management & Marketing and will be used throughout your graduate education.

All students are expected to keep abreast of contemporary developments in global business by reading quality press such as, for example, the New York Times, Wall Street Journal, Washington Post, The Economist, Forbes, Fortune, Business Week, Foreign Affairs, Foreign Policy, etc.

COURSE REQUIREMENTS

Student introduction forum (1@20): Students will introduce themselves in a discussion forum to allow the instructor and fellow classmates to learn more about them. Additionally, students will use this introduction to share their preferences for the GSE project in order to allow a seamless team formation based on common interests.

Self-check quizzes (8 quizzes @45 points): learning activity supports SLO 1-6

This course has Self-check quizzes for all learning material covered in this course. The Self-check quizzes challenge your mastery of the content in each module. Self-check quizzes are open book and open notes. There is no provision for making up missed quizzes as each quiz will be opened during one whole week.

Academic article presentation (60 points): learning activity supports SLO 3 & 6.

A selection of topics will be posted in Canvas.

Students will post a video presentation explaining key points from an assigned article to their classmates for the purpose of student-to-student learning. Classmates will comment on each other's presentations in a Reply post. Detailed guidelines will be provided via Canvas.

World Events Digest Discussion forum (100 points): learning activity supports SLO 1-3.

Each student will present a World Event Digest for a particular geographic area. The geographic areas cover most regions of the world (e.g., Asia Pacific, Latin America, North America, European Union, Eastern Europe, Central Asia, Africa, and Middle East). You will research the world events occurred in that area since the beginning of the semester and will post a write-up including a summary of at least 3 major events, and a detailed analysis of the implications of 1 of these events for international business referring to the concepts from the textbook. Detailed guidelines will be provided via Canvas.

Mini cases (3@60): learning activity supports SLO 1-6 & 8.

Each student will complete mini cases from real world examples answering to IB related questions by apply concepts from Modules to generation of business solutions. Detailed guidelines will be provided via Canvas.

Global Sustainable Enterprise (GSE) Proposal (80 points): learning activity supports SLO 1-4.

You will write a proposal for a firm's effort in building a global sustainable enterprise. The whole class will select a company for the GSE that is not part of the 100 Most sustainable companies^a and would presumably have lots of room for improvement in terms of sustainability. After conducting an internal analysis, you will study external environment scanning for opportunities and identify a new country where the company is not yet present and thus could expand to for a global business venture. Your proposal will address country-level factors along with cultural and ethical issues that could impact the firm's sustainable entry into that foreign country's market. The proposal should identify 2 alternatives and formulate a clear argument in favor of the selected country. Detailed guidelines will be provided via Canvas. Note: Internal and external environment analysis will be shared in Discussion posts (2@25 points).

Global Sustainable Enterprise (GSE) Final Presentation (50): Each student will share the recommendations of their Final GSE paper in a video recording with a PPT slides. Students are expected to deliver their presentation in a professional manner. Detailed guidelines will be provided via Canvas.

Global Sustainable Enterprise (GSE) Final Paper (100 points): learning activity supports SLO 2, 6, 7.

Incorporating the feedback provided for the GSE Proposal and Presentation, the final paper will propose a firm strategy, structure, and entry mode for the venture; estimate a timeline and required financial resources; discuss human resource systems to be used in the new venture; and recommend levels of product/service adaptation as well as marketing methods. The paper should rely on pertinent, reliable data about the country and the firm (e.g., annual reports/ 10k, quality business press, well-known and reputable international organizations' websites, NO Wikipedia or essays.com). Your recommendations should make use of frameworks discussed in class, account for central issues and problems facing the firm in the proposed venture, critical analysis of the situation, and appear realistic (no science fiction) and presentable to the firm as a viable option for global expansion. Detailed guidelines will be provided via Canvas.

Grading Polices/Guidelines

- **Required Studying: Instructor-Created/Provided Materials and Book Chapters:**

^a <https://www.corporateknights.com/rankings/global-100-rankings/2022-global-100-rankings/100-most-sustainable-corporations-of-2022/>

Modules are used for instruction in this online course. While *Module Forum Discussions* (detailed next in the Assessments section of the syllabus) are the equivalent of face-to-face discussions, studying the materials in each module as instructed is the equivalent of attending a lecture. You are required to study the material as instructed if you want to succeed in the class. Studying for a module may include: listening/watching to instructor-created audio and/or video content (e.g., narrated presentation), listening/watching instructor-provided audio and/or video content (e.g., a news segment about an event that impacts business strategy), reading instructor-created notes and PDFs, reading instructor-created slides, reading instructor-provided slides, and lastly, reading book chapters as instructed.

- **Individual Performance:** It is vital that you are active in the course and complete all work in a professional fashion. You are expected to read the chapters as assigned in the syllabus as well as all the relevant supplemental resources that may be found in the Module content folders for that period before attempting any quiz or submitting any written assignment.
- **Quality Work:** All work submitted for grading shall be of upper-level quality: demonstrate understanding and effort put into it, depth of analysis, grammatical structure, professionalism, etc.
- **Spelling, Grammar, and Writing Skills for reports:** The content of all written assignments is what you will be evaluated on, provided that your spelling and grammar does not have major issues. While a few spelling and grammar mistakes are acceptable and will not affect your grade, I reserve the right to remove of up to 10% of the points of a 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.
- **Identifying Submissions:** Submissions' title should follow the format as specified
Title_of_the_assignment_Student Last Name or Team number
- **Submission Style Requirements:** Submissions will be in accordance with The Publication Manual of the American Psychological Association, 6th ed. **All written work must be submitted utilizing Microsoft Word in either a .doc or .docx format.**
- **Due Dates and Late Submissions:** The assignment instructions and deadlines are clearly laid out in the syllabus. As such, it is expected that all work will be submitted on time, as timeliness is an important aspect of professional communications and behavior. If you encounter an issue, please let me know before the due date. Late submissions of written assignments without a documented and unpredictable/unavoidable reason will cost -20% of the grade per day.
- **Changes to Syllabus:** This syllabus serves as an instructional and study planning document. Although every effort will be made to maintain the schedule and activities

presented herein, it may become necessary during the semester to make changes to the syllabus. In such events, changes will be announced, and students will receive written notice as soon as possible.

- **Sundown rule:** You have one (1) week (from the date the grade is released) to inquire about your grade on an exam, quiz or any other assignment. The exception to this is the last round of assignments, and your Final Letter Grade when inquiries need to be taken care of as soon as possible before I submit grades to the Registrar. The purpose is to resolve any issue during the term and not wait until the last week of the term. Check your grades every week!

Grading Criteria Rubric and Conversion

A detailed grading rubric will be available with the assignment instructions at the submission link in Canvas. Minimum points required for a specific course grade are noted on the table under Grade Computation in the next section. Minimum points required for a specific course grade will NOT be revised for any reason. There are 1000 grading points available in this class, assigned as follows:

-	Points
Student introduction forum (1@20)	20
Self-check quizzes (8@45)	360
Academic article presentation (1@60)	60
World Events Digest (1@100)	100
Mini cases (3@60)	180
GSE Discussions (2@25)	50
GSE Proposal	80
GSE Final Paper	100
GSE Final Team Presentation	50
Total points	1000

Grade Computation

Final grades will be calculated using a traditional scale. Final grade consists of points earned. Students should not expect rounding or individual extra credit at the end of the semester.

POINTS	LETTER GRADE	%
900-1000	A	90≤
800-899	B	80≤90
700-799	C	70≤80
600-699	D	60≤70
Below 600	F	<60

Posting of Grades

All student grades will be posted on the Canvas Grade book and students should regularly monitor their grading status through this tool. I will attempt to post grades for all assignments within 7 days after the due date, unless I let you know otherwise.

COURSE OUTLINE AND CALENDAR

Complete Course Calendar

The modules will open on Mondays and will remain open till the end of the semester
All written assignments are due on Sundays of a corresponding week by 11:59pm
All Initial posts for discussions should be submitted no later than by 11:59pm on Friday to allow enough time for meaningful Reply posts by 11:59pm on Sunday
Quizzes will open on Mondays of a corresponding week and will remain open through the following Sunday till 11:59pm (Note: Considering the large availability window for Quizzes, no make-ups will be allowed unless there are exceptional circumstances)

Module	Dates	Topic	Readings & Assignments
1 SLO 1, 2 & 5	Week 1 Aug 28- Sept 3	Course introduction	Review the course Home page in Canvas Post to the "Student Introduction" forum (required to show that you are active in the course and for team formation). Read the syllabus. Buy the textbook
	Week 2 Sept 4- 10	Globalization	Review lecture slides; Read Ch. 1 "Globalization" Watch Instructor video commentary
	Week 3 Sept 11- 17	Ethics, CSR and Sustainability in IB	Review lecture slides; Read 5 "Ethics, Corporate Social Responsibility, and Sustainability"; Watch Instructor video commentary <u>Required E-reserve readings:</u> Cuervo-Cazurra, A. (2016). Corruption in international business. <i>Journal of World Business</i> , 51(1), 35–49. Jeanrenaud S., Jeanrenaud J., Gosling (2017). Chapter 1 in <i>Sustainable Business: A One Planet Approach</i> <u>Optional readings:</u> Bricker, D., & Ibbitson, J. (2019). What lies ahead. <i>Empty Planet: The Shock of Global Population Decline</i> (pp. 225–240). <i>The Economist</i> . (2019, February). The best way to solve the world’s water woes is to use less of it. Study all relevant content provided in the Module Take Quiz 1 Complete mini case 1
2 SLO 3, 4, & 7	Week 4 Sept 18- 24	National differences	Review lecture slides; Read Ch. 2 "National differences in political, economic, and legal systems", 3 "National differences in economic development", Watch video commentary <u>Required E-reserve readings:</u> Chipman, J. (2016). Why Your Company Needs a foreign policy. <i>Harvard Business Review</i> , (September), 36–43. <u>Optional readings:</u> <i>The Economist</i> . (2018, September).

			<p>Exit the dragon: A Chinese ban on rubbish imports is shaking up the global junk trade.</p> <p>Post to the GSE Discussion sharing your Internal Environment analysis.</p> <p><i>*Stay tuned to the Course Q&A discussion forum for a list of articles for the Academic article presentation. Select the article you would like to present by Replying to my posting-First-come, First-served basis. No repetition is allowed.</i></p>
	Week 5 Sept 25- Oct 1		<p>Review lecture slides; Read Ch. 4 "Differences in culture", Watch video commentary</p> <p><u>Required E-reserve readings:</u> House, R., Javidan, M., Hanges, P., & Dorfman, P. (2002). Understanding cultures and implicit theories across the globe: an introduction to project GLOBE. Journal of World Business, 37, 3–10.</p> <p>Study all relevant content provided in the Module Take Quiz 2</p>
3	Week 6 Oct 2- 8	Global trade and investment environment	<p>Review lecture slides; Read Ch. 6 "International trade theory", 7 "Government policy and international trade"; Watch video commentary</p> <p>Post to the GSE Discussion sharing your External Environment analysis.</p>
	Week 7 Oct 9- 15		<p>Review lecture slides; Read Ch.8 "Foreign direct investment", 9 "Regional economic integration"; Watch video commentary</p> <p><u>Required E-reserve readings:</u> Shapiro, D., Hobdari, B., & Oh, C. H. (2018). Natural resources, multinational enterprises and sustainable development. Journal of World Business, 53(1), 1–14.</p> <p>Walter, R. M. (2018, Sep 17). Imperialism will be dangerous for china; being risks blowback as it exports surplus economic capacity to Africa and Asia. Wall Street Journal (Online)</p> <p>Study all relevant content provided in the Module Take Quiz 3</p>
4	Week 8 Oct 16- 22	<p>Global Monetary System</p> <p>SLO 3</p>	<p>Review lecture slides; Read Ch. 10 "The foreign exchange market", 11 "The international monetary system", 12 "The global capital market"; Watch video commentary</p> <p>Study all relevant content provided in the Module Study all relevant content provided in the Module Take Quiz 4</p>

5 SLO 6	Week 9 Oct 23- 29	Strategy and Structure of IB	Review lecture slides; Read Ch. 13 "The strategy of international business", 14 "The organization of international business"; Review lecture slides; Study all relevant content provided in the Module <u>Required E-reserve readings:</u> The Economist. (2016, November). Breaking the habit: the future of oil. Take Quiz 5 Complete mini case 2 Submit GSE Proposal
	Week 10 Oct 30- Nov 5	Foreign market entry modes	Review lecture slides; Read Ch. 15 "Entry strategy and strategic alliances" <u>Required E-reserve readings:</u> Ritvala, T., Salmi, A., & Andersson, P. (2014). MNCs and local cross-sector partnerships: The case of a smarter Baltic Sea. International Business Review, 23(5), 942–951. Take Quiz 6 Complete mini case 3
6 SLO 6	Week 11 Nov 6-12 Nov 10 Veteran's Day	International business functions	Review lecture slides; Read Ch. 17 "Global production and supply chain management" <u>Required E-reserve readings:</u> Jaffee, D. (2014). Chapter 5: A sustainable cup? Faire trade, shade-grown coffee, and organic production. In Brewing justice: Fair trade coffee, sustainability, and survival (Updated., pp. 133–164 in a hard copy book). Renard, M.-C. (2010). In the name of conservation: CAFE practices and Fair Trade in Mexico. Journal of Business Ethics, 92, 287–299. Study all relevant content provided in the Module
7 SLO 4, 6, & 7	Week 12 Nov 13- 19	International business functions cont'd	Review lecture slides; Read 18 "Global marketing and R&D" Post to the "World Event Digest" discussion
	Week 13 Nov 20- 26 Nov 23-24 Thanksgiving	International HRM	Review lecture slides; Read Ch.19 "Global human resource management". Study all relevant content provided in the Module Take Quiz 7
	Week 14 Nov 27- Dec 3	Advanced topics in International Management	Post to the Academic Article presentation discussion forum (Initial post due Friday) & reply to 1 classmate's presentation in a discussion forum by Sunday
8	Week 15 Dec 4- 10		Submit GSE Final paper
	Week 16 Dec 11- 15	Course wrap-up ☺	GSE Final presentation due Tue, Dec 12, at 11:59pm After watching all of your classmates' academic articles presentations take Quiz 8 by 12/14 Submit End of course survey

IMPORT UNIVERSITY DATES (SUBJECT TO CHANGE!):

<https://www.tamuct.edu/registrar/academic-calendar.html>

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>].

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.

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.

UNIVERSITY RESOURCES, PROCEDURES, AND GUIDELINES

COBA Learner Access and Success

This web site has been specially designed to provide "one stop shopping" for the University and College resources that College of Business Administration students are likely to need throughout the semester. This includes setting up an appointment with an advisor, tutoring, career and professional development, among other services and many helpful videos.

Check it out and bookmark it, it will be very useful:

[COBA Learner Access and Success](https://www.tamuct.edu/coba/coba-learners.html) (<https://www.tamuct.edu/coba/coba-learners.html>)

Warrior Center for Student Success

The Warrior Center for Student Success is a comprehensive academic support department at A&M-Central Texas, dedicated to fostering an environment of excellence and empowerment among its student body. The center offers a wide range of programs and services to ensure

every student reaches their full potential, and is a haven for students seeking guidance, resources, and a strong support network to excel in their educational journey.

ADA Access and Accommodations: Texas A&M University-Central Texas ensures that students with disabilities have equal access to educational opportunities by providing appropriate accommodations and support services. If you believe you have a physical, learning or socio-emotional disability requiring reasonable accommodations, please visit [Access and Inclusion](https://www.tamuct.edu/student-affairs/access-inclusion.html) [https://www.tamuct.edu/student-affairs/access-inclusion.html] for more details or contact the Office of Access and Inclusion, WH-212; (254) 501-5836. Any information you provide is private and confidential.

Success Coaching and Peer Mentoring: Our experienced Success Coaches work one-on-one with students to develop personalized action plans, set academic goals, and build effective study strategies, time management skills, and resilience. Our Peer Mentors provide a valuable support system, offering guidance, encouragement, and a relatable perspective to help students navigate their academic and personal challenges. For more details call 254-501-5836 or 254-501-5928 or visit [Academic Support](https://www.tamuct.edu/student-affairs/academic-support.html) [https://www.tamuct.edu/student-affairs/academic-support.html]. Click the link to schedule a session (virtual or in-person) with a success coach bit.ly/3q7uB50 or visit WH, 111.

Testing Services: We offer a secure and comfortable environment for students and members of the community to take courses and distance learning exams, as well as placement tests and professional certification exams. Our Testing Service also offers resources and support referrals for testing related challenges (test anxiety, learning disabilities, etc.) and supports all approved ADA accommodations. Call (254) 519-5830 or visit the [Testing Center](https://www.tamuct.edu/testing-center/) [https://www.tamuct.edu/testing-center/].

Tutoring and Supplemental Instruction Services: Our team of qualified Tutors and Supplemental Instructors assist students in various non-writing subjects, promoting academic comprehension and enhancing learning outcomes. Click the link to schedule a tutoring session with a TAMUCT tutor (virtual or in-person) or view tutor availability bit.ly/43Q6wNz. You may also chat live with a remote tutor 24/7 for a variety of subjects through our partnership with Tutor.com, an online tutoring platform that is free to all TAMUCT students. To learn more please visit [Tutoring Services](https://www.tamuct.edu/student-affairs/academic-support.html#tutoring) [https://www.tamuct.edu/student-affairs/academic-support.html#tutoring] or call (254) 501-5836 or visit the Tutoring Hub in Warrior Hall, 111.

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. Any deviation by students from this expectation may result in a failing grade for the assignment and potentially a failing grade for the course. All academic misconduct concerns will be referred to the Student Conduct Office. When in doubt on collaboration, citation, or any issue, please contact your instructor before taking a course of action. Remember that self-plagiarism (Reusing own assignments from previous courses) is also a violation of academic integrity.

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 referral](#), [<https://cm.maxient.com/reporting.php?TAMUCentralTexas>].

Drop Policy

If you discover that you need to drop this class, you must complete the [Drop Request](#) Dynamic Form through Warrior Web.

[<https://federation.ngwebsolutions.com/sp/startSSO.ping?PartnerIdpid=https://eis-prod.ec.tamuct.edu:443/samlSSO&SpSessionAuthnAdapterId=tamuctDF&TargetResource=https%3a%2f%2fdynamicforms.ngwebsolutions.com%2fSubmit%2fStart%2f53b8369e-0502-4f36-be43-f02a4202f612>].

Faculty cannot drop students; this is always the responsibility of the student. The Records and Admissions Office will provide a deadline on the Academic Calendar for which the form must be completed. Once you submit the completed form to the Records and Admissions 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 Records and Admissions 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.

Important information for Pregnant and/or Parenting Students

Texas A&M University-Central Texas supports students who are pregnant, experiencing pregnancy-related conditions, 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/pregnant-and-parenting-students.html>]. Students may also contact the institution's Title IX Coordinator. If you would like to read more about these [requirements and guidelines](#) 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.

University Writing Center

Located in Warrior Hall 416 and online, the University Writing Center (UWC) at Texas A&M University—Central Texas (A&M—Central Texas) is a free service open to all A&M—Central Texas students. The face-to-face hours of operation are from 10:00 a.m.-5:00 p.m. Monday and Thursday in Warrior Hall 416. Online tutoring is available Monday thru Thursday from 10:00 a.m.-5:00 p.m. and from 6:00-9:00 p.m. and on Saturdays from 12:00-3:00 p.m.

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!

Students may arrange a one-to-one session with a trained and experienced writing tutor by making an appointment via [WCOOnline](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, need any assistance with scheduling, or would like to schedule a recurring appointment with your favorite tutor.

University Library & Archives

The University Library & Archives provides many services in support of research across campus and at a distance. We offer over 350 electronic databases containing approximately 1,203,947 eBooks and 134,750 journals, in addition to the 96,879 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 virtually through WebEx, Microsoft Teams or in-person at the library. [Schedule an appointment here](https://tamuct.libcal.com/appointments) [https://tamuct.libcal.com/appointments]. 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 workspaces, 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/index) [https://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.

OTHER POLICIES

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