

UNIVERSITY_{of} NORTH TEXAS

Department of Kinesiology, Health Promotion, and Recreation

Fall 2017

RESM 4070-001

STAFFING PERSPECTIVES IN RECREATION, EVENT, AND SPORT ORGANIZATIONS

Terrill Hall – Room 120

Monday, Wednesday, and Friday

8:00 a.m. to 8:50 a.m.

SYLLABUS

Instructor: Brit Hagan, Ph.D.

Office: Physical Education Building Room 210C

Office Hours: W 7:00 a.m. to 8:00 a.m. (and by appointment)

Email: Briton.Hagan@unt.edu

Phone: 940-565-3420

COURSE DESCRIPTION:

Emphasizes human resource management and the employment process, personnel policies and procedures, legal issues, supervision, performance appraisal, and technological tools in RESM. Also focuses on fostering positive relationships with executive staff, boards and commissions, the public and consumers, special interest groups, and volunteers.

COURSE OBJECTIVES:

- ♦ Understand management concepts as they impact the ability of leisure service professionals to fulfill their job responsibilities.
- ♦ Explore the role and function of a manager in leisure service organizations.
- ♦ Understand the impact that political and legal environments have on leisure service systems.
- ♦ Explore laws and techniques related to HR management.

REQUIRED TEXT:

Chelladurai, P. & Kerwin, S. (2017). *Human Resource Management in Sport and Recreation*. (3rd ed). Champaign, IL: Human Kinetics.

RECREATION, EVENT, AND SPORT MANAGEMENT STUDIES PROGRAM PHILOSOPHICAL STATEMENT:

The Recreation, Event and Sport Management faculty value leisure and recreation and believe in its diverse personal, community, and societal benefits. We also believe in an inclusive, holistic, and lifespan approach to leisure and recreation. Our program attempts to prepare students for professional service in an evolving and diverse world by addressing changing demographics, political, financial, and technological issues. As a team, the Recreation, Event and Sport Management faculty working with you, strive to create a student centered learning environment that lays a foundation to promote lifelong learning, effective human relations skills, critical thinking, problem solving abilities, and creativity.

AMERICANS WITH DISABILITIES COMPLIANCE:

The University of North Texas makes reasonable academic accommodation for students with disabilities. Students seeking reasonable accommodation must first register with the Office of Disability Accommodation (ODA) to verify their eligibility. If a disability is verified, the ODA will provide you with a reasonable accommodation letter to be delivered to faculty to begin a private discussion regarding your specific needs in a course. You may request reasonable accommodations at any time, however, ODA notices of reasonable accommodation should be provided as early as possible in the semester to avoid any delay in implementation. Note that students must obtain a new letter of reasonable accommodation for every semester and must meet with each faculty member prior to implementation in each class. Students are strongly encouraged to deliver letters of reasonable accommodation during faculty office hours or by appointment. Faculty members have the authority to ask students to discuss such letters during their designated office hours to protect the privacy of the student. For additional information see the Office of Disability Accommodation website at <http://www.unt.edu/oda>. You may also contact them by phone at [940.565.4323](tel:940.565.4323).

FAMILY EDUCATIONAL RIGHTS AND PRIVACY INFORMATION:

Students have the right to expect that grades will be kept confidential. During this class it may be necessary for you to pass your assignments forward to the instructor or it may be necessary for the instructor to call your name and then return your completed assignment to you by passing it across the room. The instructor, under the reasonable assumption guidelines, assumes students are collecting only their own materials. Every attempt will be made to keep your information confidential.

COURSE POLICIES:

This course will be governed by all policies in the Faculty Handbook and the Student Guidebook of the University of North Texas. Policies regarding course assignments, grading, penalties for late assignments and make-up exams, and class participation that are detailed in this syllabus shall be followed and enforced as described. Students are expected to display professional demeanor.

ACCEPTABLE STUDENT BEHAVIOR:

Student behavior that interferes with an instructor's ability to conduct a class or other students' opportunity to learn is unacceptable and disruptive and will not be tolerated in any instructional forum at UNT. Students engaging in unacceptable behavior will be directed to leave the classroom and the instructor may refer the student to the Dean of Students to consider whether the student's conduct violated the Code of Student Conduct. The university's expectations for student conduct apply to all instructional forums, including university and electronic classroom, labs, discussion groups, field trips, etc. The Code of Student Conduct can be found at www.deanofstudents.unt.edu.

ACADEMIC INTEGRITY:

Academic Integrity is defined in the UNT Policy on Student Standards for Academic Integrity. Any suspected case of Academic Dishonesty will be handled in accordance with the University Policy and procedures. Possible academic penalties range from a verbal or written admonition to a grade of "F" in the course. Further sanctions may apply to incidents involving major violations. You will find the policy and procedures at: <http://vpaa.unt.edu/academic-integrity.htm>.

OUT OF CLASS COMMUNICATION:

Students who wish to correspond via email should use the email address provided in the syllabus. When you email me, please **include your name and the course number (RESM 4070) in the email** (preferably in the subject line). I will use email to communicate throughout the semester via Blackboard. Students should check Blackboard on a daily basis for emails from the instructor.

BLACKBOARD DISCUSSIONS (15 points each):

Each student will be required to participate in 14 class discussions using Blackboard. The instructor will post a question and/or a topic on Blackboard. Each student will answer and/or respond to the instructor's question by

12pm on Friday (1 point) and cite two sources to support his/her position (1 point for each in-text citation and 1 point for each reference list citation). The APA Manual 6th ed. should be used when citing references.

Each student will also be required to respond to two of his/her classmates' posts by Sunday at 11:59pm (1 point for each). Each response should state whether you agree or disagree with your classmate (2 points each) and cite one source to support why you agree or disagree (1 point for each in-text citation and 1 point for each reference list citation).

EXAMS (50 points each):

The exams will cover materials from the book, lectures, and course discussions. You should bring a #2 pencil and Scantron form to all tests.

If you arrive late to take a written exam and one or more students taking the exam have already finished and left the room, you will NOT be allowed to take the exam and will receive a zero (0) grade for that test. Failure to return both the examination and answer sheet to the instructor before leaving the classroom will result in a zero (0) grade for the test. Leaving the testing area for any reason once you have begun taking an exam is NOT allowed. It is your responsibility to use the bathroom, get tissue, etc. before the exam is distributed. Any student who leaves the classroom during an exam will be required to turn in their exam and answer sheet for grading before they leave. Cell phones are to be turned off and put away during exams. Answering or LOOKING at your cell phone during an exam will constitute cheating, and you will receive a zero (0) grade for the test. Students should keep their eyes on their own exam. Any student who is caught looking at another student's exam will earn a zero (0) for that assessment. You may or may not be informed during the exam that you are receiving a zero for cheating. Also, you may be video recorded during testing.

GRADING/EVALUATIONS:

1) Blackboard Discussions (14 x 15pts. Each)	210 pts.
2) Exams (4 x 50pts. Each)	200 pts.

TOTAL: 410 pts.

GRADING SCALE:

90.0 – 100 %	= A
80.0 – 89.9%	= B
70.0 – 79.9%	= C
60.0 – 69.9%	= D
59.9 % and below	= F

SYLLABUS CHANGES:

The instructor reserves the right to amend the grading scale for the benefit of the students. The instructor also reserves the right to change the syllabus at any time during the semester. Any changes will be posted on Blackboard and/or discussed in class.

TENTATIVE COURSE SCHEDULE

DAY	AGENDA
Monday, August 28	Introductions and Syllabus
Wednesday, August 30	Chapter 1 – Significance of Human Resources
Friday, September 1	Participate in Blackboard Discussion #1 (Do not meet in class)
Monday, September 4	Labor Day (No Class)
Wednesday, September 6	Chapter 2 – Volunteers and Volunteerism
Friday, September 8	Participate in Blackboard Discussion #2 (Do not meet in class)
Monday, September 11	Chapter 3 – Professionals and Professionalism
Wednesday, September 13	Chapter 4 – Clients as Human Resources
Friday, September 15	Participate in Blackboard Discussion #3 (Do not meet in class)
Monday, September 18	Chapter 5 – Abilities
Wednesday, September 20	Study/Review for Exam #1
Friday, September 22	Participate in Blackboard Discussion #4 (Do not meet in class)
Monday, September 25	Exam #1
Wednesday, September 27	Chapter 6 – Personality
Friday, September 29	Participate in Blackboard Discussion #5 (Do not meet in class)
Monday, October 2	Chapter 7 – Values
Wednesday, October 4	Chapter 8 – Motivation
Friday, October 6	Participate in Blackboard Discussion #6 (Do not meet in class)
Monday, October 9	Chapter 9 – Organizational Justice
Wednesday, October 11	Study/Review for Exam #2
Friday, October 13	Participate in Blackboard Discussion #7 (Do not meet in class)
Monday, October 16	Exam #2
Wednesday, October 18	Chapter 10 – Job Design
Friday, October 20	Participate in Blackboard Discussion #8 (Do not meet in class)
Monday, October 23	Review
Wednesday, October 25	Chapter 11 – Staffing and Career Considerations
Friday, October 27	Participate in Blackboard Discussion #9 (Do not meet in class)
Monday, October 30	Review
Wednesday, November 1	Chapter 12 – Leadership
Friday, November 3	Participate in Blackboard Discussion #10 (Do not meet in class)
Monday, November 6	Chapter 13 – Performance Appraisal
Wednesday, November 8	Study/Review for Exam #3

Friday, November 10	Participate in Blackboard Discussion #11 (Do not meet in class)
Monday, November 13	Exam #3
Wednesday, November 15	Chapter 14 – Reward Systems
Friday, November 17	Participate in Blackboard Discussion #12 (Do not meet in class)
Monday, November 20	Chapter 15 – Internal Marketing
Wednesday, November 22	Review
Friday, November 24	Thanksgiving Break (No Class)
Monday, November 27	Review
Wednesday, November 29	Chapter 16 – Satisfaction
Friday, December 1	Participate in Blackboard Discussion #13 (Do not meet in class)
Monday, December 4	Chapter 17 – Commitment
Wednesday, December 6	Study/Review for Exam #4
Friday, December 8	Participate in Blackboard Discussion #14 (Do not meet in class)
Monday, December 11 8:00 a.m. to 10:00 a.m. (Finals Week)	Exam #4