

MANAGEMENT OF RECREATION AND SPORT ORGANIZATIONS
RECR/KINE 5050, Fall 2020

Recreation, Event, and Sport Management Program
Department of Kinesiology, Health Promotion, and Recreation
University of North Texas

REMOTE Format

Mondays – 6:30 PM – 9:20 PM (used for lectures and meeting time)

Professor: John Collins, PhD

PE Building - Room 210-Q
Advising by Appointment Only:
(940) 565-3422 or johnr.collins@unt.edu

I. PURPOSE:

The purpose of this course is to introduce students to the primary components of management: planning, organizing, leading, and controlling as each relates to the recreation, event, and sport industries. Topics include management theory, functions and roles of a manager, strategic planning, organizational design, budgeting, leadership theory and analysis. Students will have opportunities to apply self-assessment instruments that will provide insight into their own management styles, behaviors, and competencies.

II. LEARNING OUTCOMES:

Upon satisfactory completion of this course, the students will be able to:

1. identify the functions of management and the roles of a manager;
2. describe the development of management theory;
3. understand the strategic planning process and goal setting
4. discuss of the emerging leadership theories
5. utilize self-enhancement instruments to assess his/her management competencies.

III. READINGS:

Required:

Lussier, R. N. and Kimball, D. (2014). *Applied sport management skills*, 3rd ed. Champaign, Illinois, Human Kinetics.

Gostick, A. & Elton, C. (2009). *The carrot principle*. New York: Free Press.

IV. PERFORMANCE EVALUATION:

Assignment I – submit each of the weekly Self-Assessment exercises

Assignment II – post your responses to each question in the Applying the Concepts sections

Assignment III – post weekly reflections on each chapter in *The Carrot Principle*

Assignment IV - provide a PowerPoint presentation of an **APPROVED** empirical research article related to **leadership, team work** or **customer service** in the workplace

Quizzes administered as Chapter/Module material is completed

V. GRADING SCHEME:

	Points Possible	% of Final Grade
Assignment I – Self Assessments	100	5
Assignment II – Applying the Concepts	100	10
Assignment III – Various Weekly Discussion Posts	100	10
Assignment IV – The Carrot Principle Discussion	100	15
Assignment V – Article Review	100	10
Quizzes	100 each	<u>50</u>
		100

VI. GRADING SCALE:

A = 100-90	Excellent - Far exceeds expectations.
B = 89-80	Good - Meets and often exceeds expectations.
C = 79-70	Fair - Meets and sometimes falls below expectations.
D = 69-60	Poor - Often falls below expectations.
F = 59-00	Unsatisfactory - Does not meet expectations.

VII. CLASS POLICIES:

The course will be governed by all policies described in the *Faculty Handbook*, the *Student Guidebook*, and the *Graduate Catalog* of the University of North Texas.

Attendance:

This is a graduate course and all students are expected to conduct themselves in a professional manner. To receive maximum benefit from this course students are expected to attend all classes.

Classroom Etiquette:

While the freedom to express yourself is a fundamental human right, any communication that utilizes cruel and derogatory language on the basis of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, disability, genetic information, veteran status, or any other characteristic protected under applicable federal or state law will not be tolerated.

Please remember to turn off all phones and beepers before entering the classroom. When you are in the classroom, your attention is to be given to the person speaking, so keep personal chat to a minimum, eating is allowed as long as it is not distracting, and sleeping or doing other projects while in class will adversely affect your grade in this course, in multiple ways.

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. Visit UNT's [Code of Student Conduct](#)

Assignments:

Assignments must be turned in at the beginning of class on the due date. All assignments must be **typed using a word processor computer program, double-spaced, and 12-point font**. Professional "quality" for each of the assignments is the standard. A deduction in grading will occur for sloppiness, poor grammar, and spelling and typographical errors. **Assignments submitted late will receive an 11-point deduction per day overdue.** The instructor will determine the terms and content regarding the students reason for his/her late submission on a case-by-case basis.

Examinations:

For this online course, every quiz will become available (open) on Saturdays between 8:00 AM and remain open until Sunday at 11:59 PM for a set number of minutes to complete the quiz.

Make-up exams will not be given unless a documented emergency has occurred. To claim an emergency situation, legitimate proof regarding the situation is needed prior to arranging for a make-up exam. Please see the instructor for clarification of appropriate documentation required.

This valid **documentation must be provided within 7 consecutive days** past the scheduled test date or the emergency excuse becomes invalid.

Academic Dishonesty:

Cheating will not be tolerated in the class. You are not to receive information from another student or give information to another student during a test or quiz. You are to use only your memory during examinations. Students caught cheating during an examination will be charged under the University's Code of Student Conduct. Among other punishments, students found guilty run the risk of having their score changed to a zero, receiving a grade of **F** for the course, and/or dismissal from the University.

VIII. AMERICANS WITH DISABILITIES COMPLIANCE:

UNT makes reasonable academic accommodation for students with disabilities. Students seeking accommodation must first register with the Office of Disability Accommodation (ODA) to verify their eligibility. If a disability is verified, the ODA will provide a student with an accommodation letter to be delivered to faculty to begin a private discussion regarding one's specific course needs. Students may request accommodations at any time, however, ODA notices of 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 accommodation for every semester and must meet with each faculty member prior to implementation in each class. For additional information see the [ODA website \(https://disability.unt.edu/\)](https://disability.unt.edu/).

IX. FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT:

Students have the right to expect their 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 graded material 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. Your signature indicates that you understand and agree to pass materials to and from the instructor via other students. Should you choose not to sign, you will have to personally meet with the instructor to submit and receive assigned material. **Neither your course grades nor grades for any assignment will be posted in a way that could result in your being identified by other students or faculty members.**

X. PROHIBITION OF DISCRIMINATION, HARASSMENT, AND RETALIATION:

The University of North Texas (UNT) prohibits discrimination and harassment because of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, disability, genetic information, veteran status, or any other characteristic protected under applicable federal or state law in its application and admission processes; educational programs and activities; employment policies, procedures, and processes; and university facilities. The University takes active measures to prevent such conduct and investigates and takes remedial action when appropriate.

XI. RECREATION, EVENT, AND SPORT MANAGEMENT PHILOSOPHICAL STATEMENT:

The Recreation, Event, and Sport Management (RESM) faculty value leisure, recreation, sport, and fitness and believe in its diverse personal, community, and societal benefits. We also believe in an inclusive, holistic, and lifespan approach to leisure, recreation, sport, and fitness. 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 RESM faculty, working with you, strive to create a student-oriented learning environment that lays a foundation to promote lifelong learning, effective human relations skills, critical thinking, problem solving abilities, and creativity.

XII. COURSE CALENDAR:

Assigned readings will prepare you for the material to be presented in the lectures and completion of some assignments. It is highly recommended that you **read the text!**

DATE	TOPIC	READINGS
Greetings 8-24 – 8-28	Overview, Requirements, Structure, Policies, and Assignments Discussion: Introduce yourself to the class and respond to two other posts NEW RESM Grad Student Orientation Meeting – Degree Plan	Canvas Zoom posts
Module-1 8-31 – 9-4	Managing Submit Self-Assessment: Management Traits Post Applying the Concepts responses to: 1.1, 1.2, 1.3, 1.4 Discussion: Based on Chapter-1 content, post 3 questions you would like to ask a manager that represents your career interest Quiz 1 – Managing	ASMS-Cp-1 & PPT
Module-2 9-8 – 9-11	Labor Day Holiday Management Theory The Carrot Principle: A Missing Ingredient Discussion: Read the scenario and post your rankings Quiz 2 – Management Theory	PPT TCP-Cp-1
Module-3 9-14 – 9-18	The Industry Environment The Carrot Principle: The Basic Four of Leadership Submit Self-Assessment: Ethics of Whistle Blowing Post Applying the Concepts responses to: 2.1, 2.2, 2.3, 2.4, 2.5 Discussion: TBA Quiz 3 - The Industry Environment	ASMS-Cp-2 & PPT TCP-C-2
Module-4 9-21 – 9-25	Creative Problem Solving and Decision Making The Carrot Principle: Leadership Accelerated Submit Self-Assessment: Your Decision Style Post Applying the Concepts responses to: 3.1, 3.2, 3.3, 3.4 Discussion: TBA Quiz 4 – Creative Problem Solving and Decision Making	ASMS-Cp-3 & PPT TCP-Cp-3
Module-5 9-28 – 10-2	Strategic and Operational Planning The Carrot Principle: Leadership Accelerated Submit Self-Assessment: Effective Planning, Do You Have Entrepreneurial Traits? Post Applying the Concepts responses to: 4.1, 4.2, 4.3, 4.4 Discussion: TBA Quiz 5 - Strategic and Operational Planning	ASMS-Cp-4 & PPT TCP-Cp-3
Module-6 10-5 - 10-9	Organizing and Delegating Work The Carrot Principle: Altruists and Expectors Submit Self-Assessment: Your Personal Priorities Post Applying the Concepts responses to: 5.1, 5.2, 5.3, 5.4, Discussion: TBA Quiz 6 - Organizing and Delegating Work	ASMS-Cp-5 & PPT TCP-Cp-4
Module-7 10-12 - 10-16	Culture, Innovation, and Diversity The Carrot Principle: Creating a Carrot Culture Submit Self-Assessment: Women in the Workplace Post Applying the Concepts responses to: 6.1, 6.2, 6.3, 6.4, 6.5 Discussion: TBA Quiz 7 - Culture, Innovation, and Diversity	ASMS-Cp-6 & PPT TCP-Cp-5

Module-8 10-19 - 10-23	Human Resources Management The Carrot Principle: Are They Engaged and Satisfied? Submit Self-Assessment: Career Development Post Applying the Concepts responses to: 7.1, 7.2, 7.3, 7.4 Discussion: TBA Quiz 8 - Human Resources Management	ASMS-Cp-7 & PPT TCP-Cp-6
Module-9 10-26 - 10-29	Behavior in Organizations The Carrot Principle: The Building Blocks of a Carrot Culture Submit Self-Assessment: Your Big Five Personality Profile Job Satisfaction Political Behavior Stress Personality Type Post Applying the Concepts responses to: 8.1, 8.2, 8.3, 8.4 Discussion: TBA Quiz 9 -Behavior in Organizations	ASMS-Cp-8 & PPT TCP-Cp-7
Module-10 11-2 - 11-6	Team Development The Carrot Principle: Carrotphobia: Why We Don't Recognize Submit Self-Assessment: Are You An Individual or Team Player Post Applying the Concepts responses to: 9.1, 9.2, 9.3, 9.4 Discussion: TBA Quiz 10 - Team Development	ASMS-Cp-9 TCP-Cp-8
Module-11 11-9 - 11-13	Motivating to Win The Carrot Principle: Carrots Go Global Submit Self-Assessment: What Motivates You? Which Acquired Need Drives You? Post Applying the Concepts responses to: 11.1, 11.2 Discussion: TBA Quiz 11 - Motivating to Win	ASMS-Cp-11 TCP-Cp-9
Module-12 11-16 - 11-20	Leading to Victory The Carrot Principle: The Carrot Calculator Submit Self-Assessment: Are You a Theory X or Theory Y Leader? What is Your Preferred Management Sttyle? Post Applying the Concepts responses to: 12.1, 12.2, 12.3 Discussion: TBA Quiz 12 - Leading to Victory	ASMS-Cp-12 & PPT TCP-Cp-10
Module-13 11-23 - 11-25	Research Article Review DUE Happy Thanksgiving	
Module-14 11-30 - 12-4	National Database Survey of 1,006 Working Adults Survey of 26,000 Employees Discussion: post 2 points per appendix	TCP-Appendix B TCP-Appendix C TCP-Appendix D
Module - 15 12-7 - 12-11	Final Quiz	