

MBAD-6161-U90 Human Behavior in Organizations (Fall 2023) - 10520

Professor: Dr. Strah
Office: Announced in class
Email: nstrah@uncc.edu (best way to reach me)
Office Phone: 704-687-7645
Class time: Tuesday, 5:30 – 8:15pm
Class Location: Announced in class
Office Hours: Announced in class
Additional times available via Zoom by appointment
Grader: TBA

The standards and requirements set forth in this syllabus may be modified at any time by the course instructor. Notice of such changes will be by announcement in class and on Canvas

Please check UNCC Canvas for regular updates.

Required materials:

All readings indicated for a particular week should be read in advance of the class date. I will frequently post course material (e.g., Power Points for some class lectures; interesting articles from HBR, etc.) on the Canvas course website. Please check Canvas regularly.

Robbins, Stephen P. & Judge, Timothy A*. *Essentials of Organizational Behavior, 15th edition*. Upper Saddle River, NJ: Prentice Hall. Readings from this book listed in the schedule below are chapter numbers from the paperback version and are referred to as R&J #.

Additional course materials we will routinely discuss in the classroom are based on current events and cutting-edge science: Both are required readings and may be found in the following two sources.

1. *Harvard Business Publishing* – Link to purchase:
<https://hbsp.harvard.edu/import/1087303>.
2. *Harvard Business Review* articles posted to Canvas.

Course Description *UNC 2022 Undergraduate Catalog*

MBAD 6161 - Human Behavior in Organizations: “Behavioral knowledge and skills essential to becoming an effective manager/leader including behavior and motivation in an environment of complexity and rapid change and ethical implications of actions and their effects on demographically diverse and increasingly international work force.”

Course Objectives

The overarching objective of this course is to improve your effectiveness as a manager by providing you with a foundation of knowledge in organizational behavior and the ability to apply it in practice. Specifically, this course incorporates four broad objectives:

1. Define concepts, ideas, and best practices in Organizational Behavior (OB) topics (e.g., motivation, leadership, personality, and managing teams)
2. Describe and explain knowledge in OB
3. Apply such knowledge to the solution of real-world organizational challenges
4. Analyze problems/scenarios in managerial settings

Grading, Evaluation and Assignments

Tests:	25%
Individual discussion forum posts:	25%
Participation in class & group discussions:	25%
Final presentation	25%

Letter grades for the course will be assigned according to the standard formula: A = 100-90%, B=89-80%, C=79-70%, U = below 70%.

Grades are rounded to the nearest whole percentage. For example, 89.499999 is a B, 79.499999 a C and so forth.

Tests

Test material will be drawn from assigned readings and the material presented during class. They will be multiple choice questions or similar (e.g., matching). We will have 4 tests on the dates noted in the schedule. You will take this test online.

You can initiate your test on the day the test is scheduled beginning at 9am on that Tuesday. The test will automatically submit at 9:01am the following Wednesday, or 45 minutes after you initiate the test (whichever comes first). Tests will be open book, but timed so you will not have enough time to look up the answer to every question. Therefore, studying is important. You must complete the test on your own and you may not rely on other sources beyond those provided by myself (e.g., the textbook, PowerPoint slides).

If I am concerned that cheating is occurring, I reserve the right to move tests to being during in person classes and being closed book.

Because test are online and you have a relatively long period of time to take the test, make-up tests will only be conducted for students under extraordinary circumstances (e.g., medical emergencies, students who have accommodations for disabilities). All decisions regarding make-ups and exceptions, including what constitutes an 'extraordinary circumstance', fall completely under the discretion of the professor.

Final Presentation

Will be fully discussed in the assignment posted on Canvas.

Key evaluation criteria

- Quality
- Thoroughness
- Writing
- Clarity of thought
- Integration of best-self stories

Students often want to know “What’s an A, What’s a B., etc.”. Although the criteria below are somewhat generic, this will give you a good idea of what I’m looking for when I assign an A, B, etc.

A/A+ Excellent work. Significantly exceeds assignment requirements; far above the norm for the class. Unique, insightful analysis is offered, shows strong critical thinking, integrates themes well. Writing nearly flawless.

A-/B+ Very good work. Provides insightful analysis and demonstrates critical thinking.

B Good work. Fulfills requirements of the assignment.

B-/C+ OK work. Incomplete or inconsistent. Writing has some noticeable flaws.

C Minimally acceptable work. Does not fully follow instructions. Significant flaws in organization and writing. Meets minimal requirements for a passing grade.

C- and below. Seriously flawed product. Writing may have significant flaws.

Technical information: Typed, double-spaced, on 8.5 by 11 inch paper with 1 inch margins on all sides. Font should be 12-point Times New Roman.

Any paper submitted after the deadline will be penalized 10% of the grade for each day (24-hour period or fraction thereof) it is late.

Discussion Forum on Canvas

You are expected to read and post a discussion forum reaction paper (labeled “DF post” in the course schedule below) **before 5:30 pm Tuesday on the day they are due (before class)**. These reactions are typically in response to an HBR article, case, or simulation located in your HBP course pack. Everyone will come to class ready to discuss their reactions with small groups in

class and then share their themes with the larger group. The guidelines and requirements for this component are as follows:

Reaction papers will be graded based on the following:

- 1) Your overall discussion post should be no more than 1 -2 pages double spaced with 12-point font and 1-inch margins. The post should be an original and unique reaction paper. (5 points)
- 2) To start the discussion post, provide a quick and short summary of the purpose and main thesis of the article, case, or simulation (no more than a paragraph). (5 points)
- 3) Clearly list two ideas from the article, case, or simulation that grasped your attention. Then relate each of the two ideas above to a) course material and/or b) your work experience and/or c) current events in the business world. (5 points)
- 4) End with a critical question for in-class discussion. (5 points)

Your posts will receive full credit if they are a) stylistically and grammatically accurate; b) meet all the criteria above; and are c) timely.

Any posts after the deadline automatically invoke zero credit for that week. This is non-negotiable. Please be mindful of potential technology glitches/travel/other interruptions and upload your work early.

Participation in Class & Group Discussions

Class participation in this course is worth a significant portion of your total course grade. Please be sure to read this section carefully and check in with me if you have questions or comments. A productive learning environment requires comparable contributions of time, effort, and energy from the students. The class participation grade is divided into two components when the class meets in-person: my assessment of your readiness and participation as well as peer ratings of the same.

Be prepared to:

1. Express your ideas and evaluate recommendations that others provide.
2. Ask questions about any material you do not understand.
3. Find relevant experiences (potentially from your job/company) and share these with the class.
4. Develop responses to assigned questions prior to coming to class.
5. Actively participate during in-class group exercises.
6. Take responsibility for your in-class performance...think critically...be creative.
7. Behave in ways that create an effective and comfortable learning environment. This includes treating others with courtesy and respect, ensuring that cell phones are turned off or are on vibrate, arriving on time for class, and engaging in discussions that are direct but polite.
8. Have fun.

One caution: While you are expected to make informed contribution to class activities, understand that quality, not quantity alone, is valued. Students who speak frequently but rarely have anything of importance to say make very little contribution and, in some cases, hinder class development. Many types of contributions are valued – e.g., presenting your insight into the facts of a case, suggesting cause-and-effect relationships among various events, anticipating the results of various actions, generating alternatives, or providing support for recommendations. Emotional or empathetic responses are also valued; they help to humanize discussions. Asking questions can be very helpful. Sometimes it is as important to recognize what is not known as it is to have a correct answer.

Beyond the steps outlined above, quality class participation also inherently requires listening to and respecting other people’s points of view (but by no means does this mean that you must agree with them). Indeed, debate is much appreciated and welcomed. Also, it does not mean that you should withhold questions for fear of looking stupid. Relevant questions are always a contribution. Quantity also plays a role here; your contributions to the discussion to help it move along is also recognized (and appreciated).

Important note: Given that class discussion grades are a large portion of your overall grade, your presence (both physically and mentally) is absolutely essential and non-negotiable except in the case of medical/family emergencies or unforeseen events.

Additional Information

- *Attendance Policy:* Regular attendance is mandatory (see note above regarding class participation). This class requires active participation. Often, we’ll have groups discuss a case or participate in an exercise in class; if you miss the class, you miss the learning experience and associated participation grades. Multiple unexcused absences or excessive tardiness will result in a reduced participation grade and may result in receiving zero points for this category.
- Should you miss a class due to illness, employment responsibilities, personal or family emergency, business or athletic team travel, etc. you are responsible for getting missed notes from a classmate.
- Arrive to class ON-TIME and prepared.
- If you are having any problems at all, PLEASE go to the office hours.

Recording in the Classroom

Electronic video, image capture, and/or audio recording is not permitted during class, whether conducted in person or online, unless the student obtains permission from the instructor. If permission is granted, any distribution of the recording is prohibited. Students with specific electronic recording accommodations authorized by the Office of Disability Services do not require instructor permission; however, the instructor must be notified of any such accommodation prior to recording. Any distribution of such recordings is prohibited.

Schedule

*** Note: This is a flexible course schedule. Dr. Strah reserves the right to change this schedule and/or syllabus to accommodate unanticipated events and maximize student learning.*

Date	Location and Time	Topic	Assignment <i>***Must complete readings before class the day that they are listed</i>
Module 1 08/22	Center City Building/In-person 5:30 pm	Intro to Human Behavior	
Module 2 08/29	Virtual at specific time/synchronous See email from Dr. Banks about specific times	<i>Leadership Training Part 1</i>	<ul style="list-style-type: none"> - Reading: Syllabus - <i>Assignment: acknowledge reading of syllabus</i>
Module 3 09/05	Virtual at specific time/synchronous See email from Dr. Banks about specific times	<i>Leadership Training Part 2</i>	<ul style="list-style-type: none"> - Reading: R&J ch. 1
Module 4 09/12	Virtual recording/asynchronous/posted on Canvas No Specific time for viewing course content (just before the next week)	Attitudes and Job Satisfaction	<ul style="list-style-type: none"> - Reading: R&J ch. 3
Module 5 09/19	Center City Building/In-person 5:30 pm	Emotions & Moods; Personalities & Values	<ul style="list-style-type: none"> - Reading: R&J ch. 4 & 5

		Discussion on HBP Course pack article: Is Your Organization Ready for Permanent Work from Home?	- <i>Assignment: DF post due before 5:30 pm</i>
Module 6 09/26	Virtual recording/asynchronous/posted on Canvas No Specific time for viewing course content (just before the next week) Test must be completed within 24 hours on this day (beginning at 9am)	Motivation	- Reading: R&J ch. 7 - Test 1: ch. 1, 3, 4, 5
Module 7 10/03	Center City Building/In-person 5:30 pm	Motivation: Application HBP course pack case: Leading change in the general surgery unit	- Reading: R&J ch. 8 - <i>Assignment: DF post due before 5:30 pm</i>
Module 8 10/10	Virtual recording/asynchronous/posted on Canvas No Specific time for viewing course content (just before the next week) Test must be completed within 24 hours on this day (beginning at 9am)	Perception/Individual Decision Making	- Reading: R&J ch. 6 - Test 2: ch. 7 & 8
Module 9 10/17	Center City Building/In-person 5:30 pm	Diversity & Group Behavior	- Reading: R&J ch. 2 & 9
10/24	Fall Break – no class		-
Module 10 10/31	Virtual recording/asynchronous/posted on Canvas No Specific time for viewing course content (just before the next week)	Work Teams	- Reading: R&J ch. 10

<p>Module 11 11/07</p>	<p>Virtual at specific time/synchronous – Will discuss how to access this HBP content as date nears 5:30 pm (TBD whether virtual synchronous versus Center City Building/In-person)</p>	<p>Simulation</p>	
<p>Module 12 11/14</p>	<p>Virtual recording/asynchronous/posted on Canvas No Specific time for viewing course content (just before the next week) Test must be completed within 24 hours on this day (beginning at 9am) DF assignment due by 5:30 on 11/15</p>	<p>Communication</p>	<ul style="list-style-type: none"> - Reading: R&J ch. 11 - Test 3: ch. 6, 2, 9, 10 - Assignment: DF post due (virtual simulation) before 5:30 pm
<p>Module 13 11/21</p>	<p>Center City Building/In-person 5:30 pm</p>	<p>Power and Politics & Conflict HBP course pack: Thomas Green: Power, Office Politics and a Career in Crisis</p>	<ul style="list-style-type: none"> - Reading: R&J ch. 13 & Conflict section of ch. 14 - Assignment: DF post due before 5:30 pm
<p>Module 14 11/28</p>	<p>Virtual recording/asynchronous/posted on Canvas No Specific time for viewing course content (just before the next week) Test must be completed within 24 hours on this day (beginning at 9am)</p>	<p>Org Change & Stress Management</p>	<ul style="list-style-type: none"> - Reading: R&J ch. 17 - Test 4: Ch. 11, 13, 14 (just conflict material), 17

Module 15 12/05	Center City Building/In-person 5:30 pm	Presentations	- Final Presentations by 5:30pm (before class)
Final Exam Period TBD	In-person TBD	Presentations	

Mental Wellness

It is common for college students to experience challenges that may interfere with academic success such as academic stress, sleep problems, juggling responsibilities, life events, relationship concerns, or feelings of anxiety, hopelessness, or depression. If you or a friend is struggling, we strongly encourage you to seek support. Helpful, effective resources are available on campus at no additional cost.

- Visit the Counseling and Psychological Services website at caps.uncc.edu for information about the broad range of confidential on-campus mental health services, online health assessments, hours, and additional information.
- Call CAPS at (704) 687-0311 if interested in scheduling an appointment with a counselor. After-hours crisis support is also available through this phone number.

Withdrawal from a Class

You are expected to complete all courses for which you are registered at the close of the add/drop period. If you are concerned about your ability to succeed in this course, it is important to make an appointment to speak with me as soon as possible. The University policy on withdrawal allows students only a limited number of opportunities available to withdraw from courses. It is important for you to understand the financial and academic consequences that may result from [course withdrawal](#).

Non-discrimination in the classroom

All students and the instructor are expected to engage with each other respectfully. Unwelcome conduct directed toward another person based upon that person's actual or perceived race, actual or perceived gender, color, religion, age, national origin, ethnicity, disability, or veteran status, or for any other reason, may constitute a violation of University Policy 406, The Code of Student Responsibility. Any student suspected of engaging in such conduct will be referred to the Office of Student Conduct.

All students are required to abide by the UNC Charlotte [Title IX Grievance Policy](#), [Sexual Harassment Policy](#), and the policy on [Responsible Use of University Computing and Electronic Communication Resources](#). Sexual harassment is prohibited, even when carried out through computers or other electronic communications systems, including course-based chats, breakout rooms, or message boards.

Accommodations

UNC Charlotte strives to create an academic climate in which the dignity of all individuals is respected and maintained. Therefore, we celebrate diversity that includes, but is not limited to ability/disability, age, culture, ethnicity, gender, language, race, religion, sexual orientation, and socio-economic status. If you need special accommodations, please let me know right away and I will be glad to work with you.

Preferred Name and Pronoun

This course affirms people of all gender expressions and gender identities. My preferred pronouns are she/her/hers. If you prefer to be called a different name than what is indicated on the class

roster, please let me know. Feel free to correct me on your preferred gender pronoun. If you have any questions or concerns, please do not hesitate to contact me.

Religious Accommodations

UNC Charlotte is committed to diversity, nondiscrimination and inclusiveness, and to supporting its students, regardless of religious affiliation or non-affiliation, in accordance with state and federal laws and regulations. As part of this commitment, the University makes good faith efforts to accommodate a student's religious practice or belief, unless such accommodation would create undue hardship. The university policy is available at: <http://legal.uncc.edu/policies/up-409>

University Reporting Expectations

UNC Charlotte is committed to maintaining an environment conducive to learning for all students and a professional workplace for all employees. The University takes active measures to create or restore a respectful, safe, and inclusive environment for community members that is free from discrimination, discriminatory harassment, and interpersonal violence. If you (or someone you know) has experienced any of these incidents, know that you are not alone. UNC Charlotte has staff members trained to support you in navigating campus life, accessing health and counseling services, providing academic and housing accommodations, helping with civil protective orders, and more.

Please be aware that all UNC Charlotte employees, including faculty members, are expected to relay any information or reports of discrimination, discriminatory harassment, or sexual and interpersonal misconduct they receive to the [Office of Civil Rights and Title IX](#). This means that if you tell me about a situation involving these matters, I am expected to report the information. Although I am expected to report the situation, you will still have options about how your case will be handled, including whether or not you wish to pursue a formal complaint. Our goal is to make sure you are aware of the range of options available to you and have access to the resources you need.

If you wish to speak to someone confidentially, you can contact the following on-campus resources, who are not required to report the incident to the Office of Civil Rights and Title IX: (1) University Counseling Center (counselingcenter.charlotte.edu, 7-0311); or (2) Student Health Center (studenthealth.charlotte.edu, 7-7400). Additional information about your options is also available at civilrights.charlotte.edu under the "Students" tab.

Student Support for Disability Accommodations:

Students in this course seeking accommodations for disabilities must first consult with the Office of Disability Services and follow the instructions of that office for obtaining accommodations.

Consider taking advantage of the wealth of resources and support available at UNC Charlotte. Some of the resources available to you include the University Writing Resource Center, University Counseling Center, and the J. Murrey Atkins Library.

- [University Center for Academic Excellence \(UCAE\) | \(704\) 687 7837 | uncc-ucae@uncc.edu](mailto:uncc-ucae@uncc.edu)

- [University Writing Resources Center \(WRC\) | 704-687-1899 | wrc@uncc.edu](mailto:wrc@uncc.edu)

- Veteran Student Services | 704-687-5488 | veteranservice@uncc.edu
- [University Counseling Center](#) | 704-687-0311
- [Multicultural Resource Center](#) | 704-687-7121 | mrc@uncc.edu
- [List of computer labs on campus](#)
- [Atkins Library Laptop Lending program](#)

University Center for Academic Excellence: At, http://ucae.uncc.edu/ucae/ucae_aboutus.html, or the 3rd floor of the Fretwell building, you will find, “The UCAE consists of six units working in conjunction to attain a singular objective - to provide services, programs, materials, and academic support for students in order to satisfy, retain, and graduate them. Our units are: Tutorial Services, Supplemental Instruction, Building Educational Strengths & Talents (B.E.S.T.), Structured Study Groups, The Learning Lab, Students Obtaining Success (S.O.S.)”

UNC Charlotte Writing Resource Center: At, <http://wrc.uncc.edu/>, or at Fretwell 220 and Atkins Library 109 you will find, “**Mission:** Based on the view that knowledge is fundamentally social, the WRC fosters an environment of active, collaborative learning outside the classroom. The WRC provides one-to-one writing instruction to students, faculty, and staff from first-year to graduate in any discipline. Our goal is not to fix papers, but to develop better writers.”

Counseling Center at UNC Charlotte: At, <http://www.counselingcenter.uncc.edu/>, or at 158 Atkins Building, the Counseling Center, “supports the academic, personal, and interpersonal development of UNC Charlotte students by providing short-term individual and group counseling, psychological assessment, consultation for faculty, staff, parents, and students, and educational programs to the campus community.” And they “assist students with concerns of a personal nature by helping them develop better coping strategies, resolve conflicts and handle crisis situations. Typical concerns are depression, anxiety and stress, relationship issues, identity development, substance use problems, eating and body image issues.”

J. Murrey Atkins Library. Business Librarian: Ms. Angel Truesdale E-mail: adtruesd@uncc.edu

Office of Disability Services. The Office of Disability Services (DS) is responsible for ensuring access to academic programs and campus facilities for individuals with disabilities. Registration with DS is required for students who wish to receive accommodations. Registration is simple. Learn more about utilizing the support of the Office of Disability Services at: The Office of Disability Services is part of Academic Services. Academic Services at UNC Charlotte enriches the academic community by offering a broad range of initiatives promoting student success, ensuring access, and enhancing the educational experience of all students. Students or visitors to campus who need accommodations for a public campus event should contact the Office of Disability Services. <http://ds.uncc.edu/> .

UNC Charlotte is committed to access to education. If you have a disability and need academic accommodations, please provide a letter of accommodation from Disability Services early in the semester. For more information on accommodations, contact the Office of Disability Services at 704-687-0040 or visit their office in Fretwell 230 or email disability@uncc.edu.

Veteran Student Services Office. The mission of the Veteran Student Services Office is the successful transition and retention of veteran students through outreach and advocacy. The Veteran Student Services Office strives to be a one-stop-shop for students utilizing Veterans Affairs benefits and any student with prior US Military service. The combining of the tactical responsibilities of the VA certification process with the strategic initiatives related to academic and individual support, advances UNC Charlotte's historical, and present-day, commitment to our military veterans. UNC Charlotte veterans are served by the Veterans Student Services Office (VSSO) in Barnard 103. The VSSO is part of the Dean of Students Office and joins the Veterans Affairs certification process and the outreach and advocacy functions conducted by the Dean of Students Office. Across the hall from Veteran Student Services is the Veterans Lounge in Barnard 108. <http://unccdso.orgsync.com/org/veteranstudentservices>

What is NinerCare? <https://ninercare.uncc.edu/>

NinerCare is a network designed to bring together information in order to identify students who have demonstrated behavior of concern to members of the UNC Charlotte community. This network also allows UNC Charlotte staff and faculty to investigate and then determine if an identified student poses a potential threat to self, others, or the UNC Charlotte community. *NinerCare* helps to develop an objective, coordinated action plan to collect information, assist the student and protect the University community.

How Do I Tell Someone?

- If a student exhibits behavior that indicates an IMMEDIATE DANGER to self or others, call 911 or UNC Charlotte Police and Public Safety at 704-687-2200.
- If a student exhibits disturbing behavior or is disruptive, contact the Dean of Students Office at incidentreport.uncc.edu or 704-687-0345.
- If a student is exhibiting behavior that suggests psychological problems and you seek guidance on how to understand or respond to the behavior, contact the Counseling Center at 704-687-0311.

Diversity and inclusion

The Belk College of Business strives to create an inclusive academic climate in which the dignity of all individuals is respected and maintained. Therefore, we celebrate diversity that includes, but is not limited to ability/disability, age, culture, ethnicity, gender, language, race, religion, sexual orientation, and socio-economic status.

This is a learning environment in which differing opinions are often based on differing experiences, upbringing and beliefs. We can learn from each other as you prepare to be part of a global workforce; take advantage now in the classroom on in your campus experience to see all sides of an issue, meet all types of people, even if it means you must move out of your comfort zone to do so. Sometimes the best way to do this is to listen rather than speak, open your mind, observe, and consider all that you can absorb.

Academic Integrity

All students are required to read and abide by the Code of Student Academic Integrity. Violations of the Code of Student Academic Integrity, including plagiarism, will result in disciplinary action as provided in the Code.

Definitions and examples of plagiarism are set forth in the Code and on the [Student Accountability & Conflict Resolution website](#). The Code is available from the Dean of Students Office or online at legal.charlotte.edu/policies/up-407. Additional resources are available on the [Student Accountability & Conflict Resolution website](#).

Faculty may ask students to produce identification at examinations and may require students to demonstrate that graded assignments completed outside of class are their own work.

The following conduct is prohibited in that Code as violating those standards:

A. Cheating. Intentionally using or attempting to use unauthorized materials, information, notes, study aids or other devices in any academic exercise. This definition includes unauthorized communication of information during an academic exercise.

B. Fabrication and Falsification. Intentional and unauthorized alteration or invention of any information or citation in an academic exercise. Falsification is a matter of altering information, while fabrication is a matter of inventing or counterfeiting information for use in any academic exercise.

C. Multiple Submission. The submission of substantial portions of the same academic work (including oral reports) for credit more than once without authorization.

D. Plagiarism. Intentionally or knowingly presenting the work of another as one's own (i.e., without proper acknowledgment of the source). The sole exception to the requirement of acknowledging sources is when the ideas, information, etc., are common knowledge.

E. Abuse of Academic Materials. Intentionally or knowingly destroying, stealing, or making inaccessible library or other academic resource material.

F. Complicity in Academic Dishonesty. Intentionally or knowingly helping or attempting to help another to commit an act of academic dishonesty.

Violation of syllabus policies may result in appropriate academic penalties, including reduction of grade in the relevant assignment, project, test, or exam. If violation of these syllabus policies also implicates the Code of Student Academic Integrity because of alleged [academic misconduct](#), I will follow the [process outlined in the Code](#) to address such cases.

Copy Write

My lectures and course materials, including presentations, tests, exams, outlines, and similar materials, are protected by copyright. I am the exclusive owner of copyright in those materials I create. I encourage you to take notes and make copies of course materials for your own

educational use. However, you may not, nor may you knowingly allow others to reproduce or distribute lecture notes and course materials publicly without my express written consent. This includes providing materials to commercial course material suppliers such as CourseHero, Chegg, and other similar services. Students who publicly distribute or display or help others publicly distribute or display copies or modified copies of an instructor's course materials may be in violation of University Policy 406, The Code of Student Responsibility. Similarly, you own copyright in your original papers and exam essays. If I am interested in posting your answers or papers on the course web site, I will request your written permission

Online Analytics

This course uses Canvas, which provides the instructor with analytics and data on student engagement with the Canvas page, including page views, participation, submissions, timeliness, etc. I will be monitoring student activities on Canvas to ensure successful engagement and participation in the course. If I notice that a student's activities on Canvas indicate issues with pedagogically appropriate engagement, I may reach out to the student to discuss improving course engagement and participation.

Weather

Weather: POLICY STATEMENT #13: CAMPUS OPERATION IN ADVERSE WEATHER OR DURING OTHER UNUSUAL CONDITIONS: The University will operate on its normal schedules unless the Chancellor (or the Vice Chancellor delegate as described herein) publicly announces otherwise. Students, faculty members, and other employees will observe normal schedules unless the University is closed or classes are cancelled by such announcement. When no formal announcement has been made that the University will be closed or classes cancelled, but an individual student, faculty member, or other employee determines that observing the normal schedule would require hazardous travel, and acts on that determination, the following policies shall apply: a. Students may be allowed to make up the absences, at the discretion of the instructor.

The University Police and Public Safety will be notified to activate a recorded message for inquiries regarding the status of campus weather conditions. Telephone number **704/687-2877**; local media sources for closing information is posted on the website cited earlier in this section. *(The entire weather policy and related media sources for information is available at: <http://www.legal.uncc.edu/policies/ps-13.html>)*