

Spring 2015

	<h1>BMGT 1301.W1C</h1> <p>Supervision</p>	<p><i>Instructor: Sue Jones</i> <i>Business Leadership Department</i></p>
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Name: Sue Jones
E-Mail: sjones@odessa.edu
Phone: 432-335-6454
Office: Sedate Hall Room 209
Office Hours: As Posted

Preferred Method of Communication:

You can contact me by email or phone. I will contact you using your OC email address.

Expectations for Engagement for Instructor:

As an instructor, I understand the importance of clear, timely communication with my students. In order to maintain sufficient communication, I will

- provide my contact information at the beginning of the syllabus;
- respond to all messages within 24 hours if received Monday through Thursday, and within 48 hours if received Friday through Sunday; and,
- notify students of any extended times that I will be unavailable and provide them with alternative contact information (for me or for my supervisor) in case of during the time I am unavailable.

As an instructor, I understand that my students will work to the best of their abilities to fulfill the course requirements. In order to help them in this area, I will

- provide clear information about grading policies and assignment requirements in the course syllabus, and
- communicate any changes to assignments and/or to the course calendar to students as quickly as possible.

As an instructor, I understand that I need to provide regular, timely feedback to students about their performance in the course. To keep students informed about their progress, I will provide grades for major assignments within 2 weeks of the due date or at least 3 days before the next major assignment is due, whichever comes first.

Required Textbook: Supervision Concepts and Skill Building 8th edition by Samuel C. Certo. McGraw-Hill/Irwin Publisher. ISBN: 978-0-07-802918-9. (<http://www.mhhe.com/certo8e>).

Spring 2015

Instructor's Comments:

This course is an overview of the field of study generally called Management. This course will help you make better decisions for your organization, which adds value to you as an employee. Be sure to read and follow the instructions found below and also for each assignment. To be successful in the course you should:

- allow plenty of time to do the assignments. The assignments are not designed to be done quickly. Set aside several hours each day to specifically work on this course.
- pay close attention to the due date for each lesson. There are penalties for late work.
- contact me at sjones@odessa.edu any time during the semester with questions, comments, or other issues regarding this course. I look forward to hearing from you.
- grades will be posted to the student gradebook located in Web Advisor.

Course Description

BMGT 1301 Supervision (52.0201)(3-0) 3 credit hours. The role of the supervisor. Includes managerial functions as applied to leadership, counseling, motivation and human relations skills. (COs 1,2,4,5, & 6)

Course Student Learning Outcomes

Upon successful completion of this course student will be able to

1. Explain the roles, characteristics and skills of a supervisor
2. Identify the principles of management at the supervisory level
3. Define the human skills necessary for supervision
4. Explain motivational techniques used by a supervisor in a working environment

Course Objective

This course is designed to help students communicate adequately with peers; reason and make sound decisions based on objectives and adequate information; describe and recognize the prime elements of supervision to include: planning, organizing and controlling work, managing people at work, handling sensitive problems, improving employee performance.

Course Prerequisites: None

Grading

Type of Assignment	Percentage
Online Quizzes – EZ test	30%
Short Answer/Essay Questions	30%
Case Analysis	25%
Web Activities/Research	10%
Final Exam	5%
Total	100%

Grading Scale:

“A” = 89.5-100

“B” = 79.5-89

“C” = 69.5-79

“D” = 59.5-69

“F” = 0-59

Evaluation Methods and Policy:

All lessons (assignments) have due dates. Student should contact instructor regarding late assignments and arrangements made to submit late work. Points will be deducted for each day the assignment is late. Each lesson will have multiple assignments associated with a particular chapter in the book and your grade will be a compilation of the categories listed above.

Lessons will be available beginning the first day of class. The lessons may only be submitted for grading once. If you experience technical difficulties, please contact me.

The projected cutoff for A's, B's, C's and D's is based on 90%, 80%, 70% and 60%, respectively. At the end of the semester these projected cutoff points will be adjusted (i.e. raised or lowered) in order to reflect the overall performance of the class. Thus the actual grade will not be known with certainty until after the semester is over.

Student's grades will be posted regularly to the OC Gradebook found in Web Advisor. If submitted before the due date, the lesson will be evaluated after the due date. If the gradebook has the notation “zero assumed” it means I have not graded the assignment. If you really have a zero, I will let you know.

Business Leadership students should be aware that a grade of "C" or better is necessary to meet the degree or certificate requirements.

General Course Requirements

Each lesson consists of multiple assignments:

1. Online quiz (EZ TEST) - determining your comprehension of the material in the specific chapter or chapters of the book
2. Web activity - developing your research skills and discovering resources available to supervisors.
3. Discussion questions/case analysis - measuring your understanding of the specific topics addressed and developing critical thinking skills necessary to be successful in today's workplace.

You will receive a grade for each assignment.

When answering essay and discussion questions, please use complete sentences and include an example from your own experience or that of a friend whenever possible. Points will be deducted for not providing personal examples.

Student Course Participation

As a student, I understand that I am responsible for keeping up with the course. To help with this, I will

- identify alternative computer and internet access in case my primary computer crashes or my internet service is unavailable;
- recognize that the college provides free wi-fi and computer labs during regular campus hours to help me with accessing my course; and,
- understand that my instructor does not have to accept my technical issues as a legitimate reason for late or missing work if my equipment or service is unreliable.

As a student, I understand that it is my responsibility to communicate quickly with the instructor any issue or emergency that will impact my involvement with or performance in the class. This includes, but is not limited to

- getting "kicked off" of the system during tests or quizzes;
- having trouble submitting assignments; and
- dealing with a traumatic personal event.

As a student, I understand that it is my responsibility to understand course material and requirements and to keep up with the course calendar. While my instructor is available for help and clarification, I will

Spring 2015

- seek out help from my instructor and/or from tutors;
- ask questions if I don't understand; and
- access my course several times during the week to keep up with assignments and announcements.

As a student, I understand that I will have the opportunity to provide feedback on my experience in this course through an end-of-course Student Evaluation of Instruction (SEI).

Course Policies

Disclaimer

This syllabus is tentative and subject to change in any part at the discretion of the instructor. Any changes will be in accordance with Odessa College policies. Students will be notified of changes, if any, in a timely manner.

Original Effort

The work submitted for this course must be original work prepared by the student enrolled in this course.

Digital Protocol

Cell phones must be placed on either *vibrate* or *silent* mode and are to be accessed in emergency cases only. The use of laptops or any other digital device is permitted in order to facilitate learning.

Back-up and/or additional copies of all assignments submitted is encouraged.

Computers/printers are available to OC students in the LRC (301-303); therefore, not having access to a computer due to technical issues (crash; corrupted files) will not be considered as an acceptable reason for not completing assignments. If there is a loss of server connection with Odessa College due to maintenance, then an email will be sent to students with pertinent information and status reports. Assignments submitted electronically need to follow the file-type requirements provided by the instructor.

Grade Inquiry

It is the responsibility of the student to keep track of assignment submissions and grades. All grades will be posted to the student gradebook located in Web Advisory on the OC Website. At any point, you are welcome to meet with the instructor to discuss your academic progress. Contact the instructor to schedule an appointment.

General Course Requirements

1. Attend class and participate.

Spring 2015

2. Contribute and cooperate with civility.
3. **Submit assignments on time. Points will be deducted for each day the assignment is late.**

Incomplete Policy

An 'Incomplete' grade may be given only if:

1. The student has passed all completed work
2. If he/she has completed a minimum of 75% of the required coursework. A grade of an "I" will only be assigned when the conditions for completions have been discussed and agreed upon by the instructor and the student.
3. An Incomplete form is submitted

Course Schedule

BMGT 1301.W1C Supervision Spring 2015 Lesson Schedule

Lesson	Due Date	Assignments
Part One: What Is a Supervisor Chapter 1 – Supervision: Tradition and Contemporary Trends	1/21	1. Online Quiz (EZTest) 2. Three Essay Questions 3. Problem-Solving Case 4. Web Assignment
Part Two: Modern Supervision Challenges Chapter 2 - Ensuring High Quality and Productivity Chapter 3 - Groups, Teams, and Powerful Meetings Chapter 4 – Corporate Social Responsibility, Ethics, and Sustainability Chapter 5 - Managing Diversity	1/30	1. Online Quiz – Chpts 2,3,4,5, 2. Nine Essay Questions – Chpts 2,3,4,5 3. Three Problem-Solving Cases-Chpts 2,4,5 4. Web Assignment – Chpt 4
Part Three: Functions of the Supervisor	2/10	1. Online Quiz – Chpts 6,7,8,9 2. Eleven Essay/Short Answer- Chpt 6, 7, 8

Spring 2015

Lesson	Due Date	Assignments
Chapter 6 - Reaching Goals: Plans and Controls Chapter 7 - Organizing and Authority Chapter 8 - The Supervisor as Leader Chapter 9 - Problem Solving, Decision Making, and Creativity		3. Goal Setting Project – Chpt 6 4. Web Assignment – Leadership Style
Part Four: Skills of the Supervisor Chapter 10 –Communication: Theory and Modern Media Chapter 11 - Motivating Employees Chapter 12 - Problem Employees: counseling and Discipline Chapter 13 - Managing Time and Stress Chapter 14 Managing Conflict and Change	2/20	1. Online Quiz - Chpt 10,11,12,13,14 2. Ten Essay Questions – Chpts 10, 11, 12, 13, 14 3. Web Activity – Chpts 13/14
Part Five: Supervision and Human Relations Chapter 15 - Selecting Employees Chapter 16 – Providing Orientation and Training Chapter 17 - Appraising Performance	3/2	1. Online Quiz –Chpts 15, 16, 17 2. Eight 0Essay Questions –Chpts 15, 16, 3. Problem Solving Case – Chpt 16
Final Exam	3/4	Final Exam Essay

Student Learning Outcomes (SLOs)

Student Learning Outcome(s)	Core Objectives (CO's)
Identify the principles of	<i>Critical Thinking Skills</i> - to include creative

Spring 2015

management at the supervisory level	thinking, innovation, inquiry, and analysis, evaluation and synthesis of information
Explain the role, characteristics, and skills of a supervisor	<i>Communication Skills</i> - to include effective development, interpretation and expression of ideas through written, oral and visual communication
	<i>Empirical and Quantitative Skills</i> - to include the manipulation and analysis of numerical data or observable facts resulting in informed conclusions
Explain motivational techniques used by a supervisor in a working environment	<i>Teamwork</i> - to include the ability to consider different points of view and to work effectively with others to support a shared purpose or goal
Define the human relation skills necessary for supervision	<i>Personal Responsibility</i> - to include the ability to connect choices, actions and consequences to ethical decision-making
Explain motivational techniques used by a supervisor in a working environment	<i>Social Responsibility</i> - to include intercultural competence, knowledge of civic responsibility, and the ability to engage effectively in regional, national, and global communities

Odessa College Policies

Tuition Discounts

The ***"First Course is Free"*** discount waives standard tuition and fees for the first 3 credit hours taken at Odessa College. The discount applies to high school graduates taking their first class at Odessa College as well as transfer students taking their first class at Odessa College.

The ***"Academic Progress Discount"*** provides a 10% tuition discount upon completion of 30 credit hours until reaching 45 credit hours. It provides a 20% discount upon completion of 45 credit hours until reaching 60 credit hours. Student must maintain a 2.0 GPA to remain eligible for the discount.

Academic Policies

Spring 2015

Note that the OC Student Handbook states (page 32) that “[i]n cases of academic dishonesty, the instructor has the authority to impose appropriate scholastic penalties. Complaints or appeals of disciplinary sanctions may be filed in accordance with the college due process procedure. Copies of the college due process procedure are available in the office of The Director of Student Life (CC104).”

For more information on your rights and responsibilities as a student at Odessa College, please refer to the following: *The 411 of OC: Student Handbook 2012-2013; Student Rights & Responsibilities*
<http://www.odessa.edu/dept/studenthandbook/handbook.pdf>

Scholastic Dishonesty

Scholastic dishonesty shall constitute a violation of these rules and regulations and is punishable as prescribed by board policies. Scholastic dishonesty shall include, but not be limited to, cheating on a test, plagiarism and collusion.

"Cheating on a test" shall include:

- Copying from another student's test paper
- Using test materials not authorized by the person administering the test.
- Collaborating with or seeking aid from another student during a test without permission from the test administrator.
- Knowingly using, buying, selling, stealing or soliciting, in whole or in part, the contents of an unadministered test.
- The unauthorized transporting or removal, in whole or in part, of the contents of the unadministered test.
- Substituting for another student, or permitting another student to substitute for one's self, to take a test.
- Bribing another person to obtain an unadministered test or information about an unadministered test.
- "Plagiarism" shall be defined as the appropriating, buying, receiving as a gift, or obtaining by any means another's work and the unacknowledged submission or incorporation of it in one's own written work.
- "Collusion" shall be defined as the unauthorized collaboration with another person in preparing written work for fulfillment of course requirements. (Source: *Odessa College Student Handbook 2012-2013, page 29-30*)

Special Populations/Disability Services/Learning Assistance

Odessa College complies with Section 504 of the Vocational Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. If you have any special needs or issues pertaining to your access to and participation in this or any other class at Odessa College, please feel free to contact me to discuss your concerns. You may also call the Office of Disability services at 432-335-6861 to request assistance and accommodations.

Spring 2015

Odessa College affirms that it will provide access to programs, services and activities to qualified individuals with known disabilities as required by **Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990 (ADA)**, unless doing so poses an undue hardship or fundamentally alters the nature of the program or activity. Disabilities may include hearing, mobility or visual impairments as well as hidden disabilities such as chronic medical conditions (arthritis, cancer, diabetes, heart disease, kidney disorders, lupus, seizure disorders, etc.), learning disabilities or psychiatric or emotional disabilities. A student who comes to Odessa College with diagnosed disabilities which may interfere with learning may receive accommodations when the student requests them and submits proper documentation of the diagnosis. A Request for Accommodations form and guidelines for beginning the request process are available in the OC Help Center or on the Odessa College web site at <http://www.odessa.edu/dept/counseling/disabilities/index.htm>. The college strives to provide a complete and appropriate range of services for students with disabilities such as assistance with testing, registration, information on adaptive and assistive equipment, tutoring, assistance with access and accommodations for the classroom where appropriate. For information regarding services, students with disabilities should contact the Office of Disability Services in the OC Help Center located in Room 204 of the Student Union Building or call 432-335-6433. (Source: *Odessa College Catalog of Courses 2012-2013*, page 52)

Dropping a Course or Withdrawing from College

Students wishing to drop a non-developmental course may do so online using WebAdvisor, at the Wrangler Express, or Registrar's Office. A student wishing to drop a developmental course or withdraw from college should obtain a drop or withdrawal form from the Wrangler Express or the Registrar's Office. Students are encouraged to consult with instructors prior to dropping a class. Students may not completely withdraw from the college by use of the Web. Students must drop a class or withdraw from college before the official withdrawal date stated in the class schedule. Students who are part of the Armed Forces Reserves may withdraw with a full refund if the withdrawal is due to their being ordered into active duty. A copy of the student's orders must be presented to the Registrar's Office at the time of the withdrawal. For details, please contact the Office of the Registrar. **No longer attending class does not automatically constitute withdrawal from that class, nor does a student's notification to an instructor that the student wishes to be dropped. Failure of a student to complete the drop/withdrawal process will result in a grade of "F."** (Source: *Odessa College Catalog of Courses 2012-2013*, page 36)

Student Support Services and Technical Support

Blackboard Support

Spring 2015

I can't log into my Blackboard Course, who do I contact?

Contact the Student Success Center: 432-335-6673 or online at

https://www.odessa.edu/dept/ssc/helpdesk_form.htm. The SSC can provide you with your Blackboard login name. If you are not sure what your password is, they can reset your password.

I'm having a problem in my Blackboard Course, who do I contact?

For any problem that you have in your online course, always contact your Instructor first. Refer to the Instructor's Contact Information area of the Syllabus for their preferred method of contact and the expected response time.

Additional Blackboard Help Resources:

Service	Assistance Provided	Available
Blackboard Help for Students	Website with a searchable list of topics on how to navigate and use Blackboard for online courses.	Online Click here.
Blackboard On Demand Learning Center for Students	This website provides an extensive list of short tutorial videos for student activities performed in Blackboard.	Online Click here.
Blackboard Collaborate: First Time Users	If you have never used Blackboard Collaborate before, this website provides a system requirements check, configuration instructions, and training and	Online Click here.

Spring 2015

	resources area.	
Blackboard Collaborate: Essentials for Participants	This website provides essential information for Participants of Collaborate sessions. Any Collaborate user, whether first-time or experienced, would benefit from reviewing the information here.	Online Click here.

Student E-mail Support

How do I set up, access, or update my Odessa College Student E-mail account?

Go to this website and follow the directions on the page: <http://www.odessa.edu/gmail/>.

I can't access my student email! I forgot my password!

Contact the Student Success Center: 432-335-6673 or online at https://www.odessa.edu/dept/ssc/helpdesk_form.htm. They can provide you with assistance in accessing your student email (created by OC) and can also assist with resetting your student email password. Make sure to have your student ID number available!

Your Blackboard login name is associated with your OC created student email account. All Correspondence for this course will be submitted using your Odessa College student email address.

Support for Students with Disabilities

How do I contact the Office of Special Populations?

Main Number	432-335-6861
Campus Location	SUB 204N in the Student Union Building

Spring 2015

Email	Becky Rivera-Weiss - brivera@odessa.edu
Website	To find out more about services provided by the Special Populations office, please visit: http://www.odessa.edu/dept/counseling/disabilities/index.htm

Learning Resources Center (LRC; Library)

How do I contact the Learning Resource Center?

Main Number	432-335-6640
FAQ Service	LibAnswers: http://libanswers.odessa.edu
Contact a Specific OC Librarian	Pat Quintero at 432/335-6350 or pquintero@odessa.edu Donna Clark at 432/335-6645 or dclark@odessa.edu Carolyn Petersen at 432/335-6641 or cpetersen@odessa.edu
LRC Services and Guidelines Website	https://www.odessa.edu/dept/library/services/index.htm

Equipment and Services Provided:

The Murry H. Fly Learning Resources Center (LRC) supports the college's curriculum resulting in a primary emphasis on each student's individual study and research needs. The faculty and staff work with the LRC's Technical Services and Public Services Departments in choosing materials to support all college programs. More than 59,000 books, 50,000 electronic books, 350 current periodicals, 6,700 media holdings, eight newspapers, and 60 databases are available to enhance the educational process.

Equipment/Services Available	Used For	Available
Books, videos, CDs	Research	On Campus and Online
Specialized databases not available online for free	Research	On Campus and Online

Spring 2015

Magazines, newspapers, & scholarly journals	Research	On Campus and Online
Computers	Research & word processing	On Campus
Selected textbooks for short-term use	Course work	On Campus
Trained staff	Answer "where do I find?"	On Campus and Online
Tutorials	Tips for research strategies	On Campus and Online
Photocopiers, VHS/DVD players, FAX service	For course work	On Campus
Quiet study areas	For course work	On Campus

Student Success Center (SSC) / AVID Center

How do I contact the Student Success Center?

Appointments are preferred, but walk-ins will be served as soon as possible.

Main Number	432-335-6673
Campus Location	1st floor of the Library
Website with Additional Help and Information	http://www.odessa.edu/dept/ssc/
Live Online Assistance / Chat	<p>Click Here</p> <p><i>(If no one is currently available, please put your email and question(s) in the appropriate areas of the form and hit 'send.' Your question(s) will be addressed as soon as an SSC staff member becomes available.)</i></p>

Spring 2015

Equipment and Services Provided:

The purpose of the Odessa College Student Success Center is to provide assistance to students in meeting their academic and career goals. The SSC strives to continually provide new and updated resources that will empower all Odessa College students to succeed at OC and beyond.

Equipment/Services Available	Used For	Available
Tutoring by CRLA & Avid trained tutors	Understanding course work and motivation	On Campus and Online Click here for more information.
Student Information Seminars (SIS)	Demo email, Blackboard and SSC resources	On Campus and Online Click here for more information.
Study Skills	Tools needed to succeed	On Campus and Online Click here for more information.
Basic Technology	To navigate classes, email, etc.	On Campus and Online
Plato Web	Practice for TEAS test and basic math, science, etc.	On Campus and Online Click here for more information.
Project T.I.E.	Practice for GED/COMPASS	On Campus and Online Click here for more information.
Student Orientation/Tour	Show individual students where their classes will be. SIS presentation	On Campus

Spring 2015

M.O.R.E. Mentoring Program	Networking, tips to navigate college life successfully	On Campus Click here for more information.
Smart thinking	Online tutoring service. Connect with an e-structor and interact with a live tutor.	Online Click here for more information.

Veterans Support

How do I contact the office for Veteran's Outreach?

Main Number	432-335-6833
Campus Location	204M (Help Center) in the Student Union Building
Email	Gloria Rangel - grangel@odessa.edu
Website	To find out more about services provided by the Veteran's Outreach office, please visit: http://www.odessa.edu/dept/counseling/veterans/index.htm