SYLLABUS: MGMT 4361 Supervisory Management  
(Formerly MGT 461)  
Section 500, Fall 2020  
3 Credit Hours

THIS COURSE IS ENTIRELY ONLINE

Instructor: Cathy R. Henderson
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Email/Communications with Instructor:
For this course, the preferred email communication method is via the D2L email platform. When emailing my @sfasu.edu account, students are required to include the course name and section, student name, and general description of the email in the subject line for all emails sent to the instructor. [Example: MGT 461 500 (John Doe) – Ch. 1 Assignment Question]

Class Hours: All Fall 2020 courses are online

Zoom Office Hours: M 1:00-4:00 PM, 7:00-9:00 PM  
T 7:00-9:00 PM  
W 1:00-4:00 PM  
Other days and/or times as posted week by week and by appointment  
Available every day by D2L or SFA email

Catalog Description: Techniques involved in supervision: cases in handling morale, discipline, communication, grievances, and other phases of employee and labor relations.

Prerequisites: Senior standing

Student Learning Outcomes/Course Objectives:
Upon completion of this course student should be able to demonstrate a knowledge of advanced techniques and applications involved in supervision. Students should be able to analyze and integrate knowledge to make decisions and solve related problems in supervision.

Current Textbooks: Certo, Samuel C. (2019) Supervision Concepts & Skill-Building. McGraw-Hill Publishing. 10th Edition. This includes an ebook and SmartBook technology with Connect access. The required ebook/Connect access code and code bundled with loose-leaf text is available from the bookstores, or you can purchase it directly from the publisher for a discounted price and immediate access, when you complete the Connect access/registration in your course content on D2L (you can add the loose-leaf text too). There is also a free trial available on the access registration in your D2L content that you can use for the first two weeks of class. The Connect course access (which includes the ebook/Smartbook), is required for this course, even if you have a traditional text. More information is provided in your course content on D2L.
Connect Registration: In this course, your Connect access registration is integrated into your D2L course content. You DO NOT go directly to Connect to register your access, it must be completed through your course content on D2L. Additional information and instructions for registering/accessing/using Connect is available on D2L in your MGMT 4361 Course Introduction. **Ebook/Connect course access registration MUST be completed by designated due date/time on D2L.**

Instructional Technique: This course is conducted entirely online, using BOTH D2L (Brightspace), the SFA learning management platform, and McGraw-Hill Connect. Students must be familiar with using both D2L and Connect. Students will be expected to read and study all assigned material and complete any related assignments by the designated due date/time. Due dates/times for all assigned material, reading, D2L class assignments and Connect class assignments are available on D2L, and on Connect (for Connect assignments). **All class assignments are due by 11:00 PM on the designated due date.** Exams will cover all assigned information, including all text information and D2L course content information, class assignments, Connect class assignments, cases, articles, videos, etc. To log into D2L and access this course, go to [https://d2l.sfasu.edu](https://d2l.sfasu.edu) and log in using your SFA username and password.

D2L Help/Tech Support: If you are unfamiliar with D2L or need to learn more about using D2L, visit SFA ONLINE Tech Support & Resources, using the following link or QR code, where you will find both written instructions and video tutorials for using the various D2L tools: [http://www.sfaonline.info/supportandtutorials.](http://www.sfaonline.info/supportandtutorials.)

For **D2L technical support**, contact SFA’s D2L support team at d2l@sfasu.edu or 936-468-1919. If you call after regular business hours or on a weekend, please leave a voicemail. After hours and weekends, live chat support is also now available on your D2L homepage.

For general computer support not related to D2L, contact the Technical Support Center (TSC) at 936-468-HELP (4357) or helpdesk@sfasu.edu.

Connect Help/Tech Support: If you are unfamiliar with using an ebook that utilizes SmartBook technology and/or Connect, or need to learn more about either, both written instructions and video tutorials are available when you register for your course ebook/Connect access. **All technical support questions regarding the ebook and Connect should be directed to Connect technical support.** Technical support for Connect LearnSmart is available by phone at 800-331-5094, and by email or live chat at mhhe.com/support.

Exams: There will be three major exams worth 100 points each. At the discretion of the professor, this may be a combination of multiple choice, True/False and short answer questions. All exams dates are on the course syllabus. Exam #1 (Ch. 1-7), and Exam #2 (Ch. 8-12), will be available from 7:00 am to 11:00 pm on the scheduled exam date. Exam #3 (Ch. 13-17) is your final exam. It is not NOT comprehensive and will be available from 7:00 am on December 7th, to 11:00 pm on December 10th. All exams are taken online on D2L.
Evaluation:

Student performance will be determined through a combination of measures. This includes a variety of both D2L and Connect class assignments and three major exams. Class assignments consist of Connect LearnSmart Reviews/simulations/activities/quizzes/etc., and D2L class activities/cases/quizzes/videos/articles/etc.

- D2L Class Assignments 60 points
- Connect Class Assignments 140 points
- Unit #1 Exam 100 points
- Unit #2 Exam 100 points
- Unit #3 Exam (Final Exam) 100 points

Total Possible Points 500 points

Do not miss a scheduled exam or class assignment.

Exam and assignment due dates are posted/available on your course syllabus/schedule, D2L calendar, D2L content, and D2L assignments. All assignments must be completed by the assignment due date/time. Late assignments are not be accepted.

All exams must be taken during scheduled exam date/time and all assignments completed by scheduled date/time, unless prior arrangements have been made for an “officially excused” university or instructor approved absence. Any student with an official university or instructor-approved absence must contact instructor prior to exam/assignment.

Final grades will be determined on the following basis:

- 450-500 points A
- 400-449 points B
- 350-399 points C
- 300-349 points D
- 299 points and below F

I want you to do well in this course and am here to help in any way I can. The time to worry about your grade in this class is at the BEGINNING of the course, not at the end. If you are as concerned about your grade every day of the semester as most students are on the last couple of days, you will not need to be concerned those last couple of days. The grades you receive throughout the semester will determine your final grade in the course. While I want you to do well in this class and will do all I can to help you be successful, I do not give individual points, extra credit or additional projects to increase one’s individual grade at any time. You earn points through quality work throughout the semester. If you keep up with the work and do your best throughout the semester, you can earn the points for the grade you need/want in this course.

Class Attendance/Time Requirements/Behavior:

This course is entirely online. It is your responsibility to keep up with all class assignments, just as if you were attending a traditional class that meets every day. It is imperative not to get behind in this course. You must log into D2L regularly several times a week to complete all of the assignments. You must also check your D2L email regularly. It is very difficult to catch up if you get behind in a course, particularly an online course in a short summer term. There are significant reading and Connect/D2L assignments/activities every week. These readings/assignments/activities average a minimum of 10-15 hours of work each week and sometimes more.
Students may not collaborate on individual assignments and are specifically prohibited from turning in work done by another person at any time. All work submitted in this course must be 1) written by you, 2) written this semester, 3) written for this specific section of this course, 4) not recycled from any other course you’ve taken here or elsewhere, and 5) not recycled from any previous time you may have attempted this course.

If it is discovered that you have turned in any part of an individual or team "recycled" assignment, you will receive a zero for that assignment. All assignments will be subject to TurnItIn verification and any violations of expected class behavior are subject to punishment under the university Student Code of Conduct.

**Course Content:**

- Interpersonal Communication
- Human Resources
- Hiring Considerations
- Goal Setting
- Performance Problems
- Motivation
- Planning and Delegating
- Leadership
- Organizational and Personal Ethics
- Technology
- Globalization
- Diversity
- Organizing and Controlling
- Legal Issues
- Creative Decision Making
- Union Relations
- Sexual Harassment/Discrimination

You are responsible for all information contained in the syllabus and schedule. The instructor reserves the right to make any necessary changes to the syllabus and/or schedule, which will be communicated on D2L. It is your responsibility to check D2L regularly for any announcements and/or updates/changes. Any such changes will be announced and/or posted as early as possible. Students not regularly checking D2L are responsible for obtaining this information. This syllabus is provided to you as a guide for the class content and expectations this semester. It is not a contract and is subject to change as necessary.

**Program Learning Outcomes:**
Program learning outcomes define the knowledge, skills, and abilities students are expected to demonstrate upon completion of an academic program. These learning outcomes are regularly assessed to determine student learning and to evaluate overall program effectiveness. You may access the program learning outcomes for your major and particular courses in the Curriculum Management Handbook at http://www.sfasu.edu/academics/colleges/business/welcome/faculty-resources.

**Definition of Academic Dishonesty**
Academic dishonesty includes both cheating and plagiarism. Cheating includes, but is not limited to (1) using or attempting to use unauthorized materials on any assignment or exam; (2) falsifying or inventing of any information, including citations, on an assigned exercise; and/or (3) helping or attempting to help another in an act of cheating or plagiarism. Plagiarism is presenting the words or ideas of another person as if they were one’s own. Examples of plagiarism include, but are not limited to (1) submitting an assignment as if it were one's own work when it is at least partly the work of another person; (2) submitting a work that has been purchased or otherwise obtained from the Internet or another source; and/or (3) incorporating the words or ideas of an author into one's paper without giving the author credit. Penalties may include, but are not
limited to reprimand, no credit for the assignment or exam, re-submission of the work, make-up exam, failure of the course, or expulsion from the university. Please read the complete policy at http://www.sfasu.edu/policies/4.1-student-academic-dishonesty.pdf

Withheld Grades Semester Grades Policy (A-54)
Ordinarily, at the discretion of the instructor of record and with the approval of the academic chair/director, a grade of WH will be assigned only if the student cannot complete the course work because of unavoidable circumstances. Students must complete the work within one calendar year from the end of the semester in which they receive a WH, or the grade automatically becomes an F. If students register for the same course in future terms the WH will automatically become an F and will be counted as a repeated course for the purpose of computing the grade point average.

Students with Disabilities
To obtain disability related accommodations, alternate formats and/or auxiliary aids, students with disabilities must contact the Office of Disability Services (ODS), Human Services Building, and Room 325, 468-3004 / 468-1004 (TDD) as early as possible in the semester. Once verified, ODS will notify the course instructor and outline the accommodation and/or auxiliary aids to be provided. Failure to request services in a timely manner may delay your accommodations. For additional information, go to http://www.sfasu.edu/disabilityservices/.

Student Conduct (University Policy 10.4)
Classroom behavior (both traditional and online), should not interfere with the instructor’s ability to conduct the class or the ability of other students to learn from the instructional program (see policy 10-4). Unacceptable or disruptive behavior will not be tolerated. Students who disrupt the learning environment may be asked to leave class and may be subject to judicial, academic, or other penalties. This prohibition applies to all instructional forums, including electronic, classroom, labs, discussion groups, field trips, etc. The instructor shall have full discretion over what behavior is appropriate/ inappropriate in the classroom. Students who do not attend class regularly or who perform poorly on class projects/exams may be referred to the iCare Early Alert Program. This program provides students with recommendations for resources or other assistance that is available to help SFA students succeed.

COVID-19 Mask Policy
The health and safety of our students, faculty, staff, and visitors, especially of vulnerable individuals, is of paramount importance. In light of CDC guidance, and to protect our SFA community against COVID-19, face coverings (cloth face covering, surgical mask, etc.) must be worn by all individuals (faculty, staff, students, and visitors) on campus in indoor public areas on campus, except where marked otherwise, even if you are alone. This includes all non-private office or residential spaces such as lobbies, restrooms, classrooms, teaching laboratories, common spaces in residence halls, conference rooms, and break rooms, and outdoor spaces where 6 feet of physical distancing is difficult to reliably maintain. All incidents of not wearing a mask and/or not observing appropriate physical distancing will be reported to the Office of Student Rights and Responsibilities. Students who are reported for multiple infractions of not wearing a mask and/or not observing appropriate physical distancing may be subject to disciplinary actions.

Important Dates to Remember:
August 27 – Last day to register online
         Last day to change schedules online, other than to drop courses
September 8 – Last day to drop online
October 21 – Last day to drop/withdraw without WP or WF
November 30 – Last day to withdraw WP or WF

Exam Dates
October 2 – Exam #1 (Ch. 1-7)
November 6 – Exam #2 (Ch. 8-12)
Dec 7-10 – Exam #3 (Ch. 13-17)