



UNIVERSITY OF CENTRAL ARKANSAS
COLLEGE OF BUSINESS
VISION, MISSION, AND CORE VALUES STATEMENT

Department of Marketing & Management

Vision

Our vision is to be a recognized leader in developing business talent and ideas that create growth and opportunity in Arkansas and globally.

Statement of Mission and Core Values

We educate a diverse population of current and future business professionals to successfully and ethically meet the challenges of the global business environment. Through active engagement with the local, regional, national, and global communities, our faculty strive to deliver a high-quality business education via experiential education, a relevant curriculum, and scholarly contributions. We pursue continuous improvement opportunities to add value for our College and its stakeholders.

1. Intellectual Excellence.

- 1.1. Educate students: We promote intellectual and professional development of students by emphasizing communication, critical and analytical thinking, collaboration, information management and a broad exposure to key business disciplines.
- 1.2. Scholarship: We believe that faculty and students should engage in professional development and scholarly endeavors that promote the application and creation of knowledge in business practice and education.
- 1.3. Cultural competence: We maintain and develop current and responsive curriculum that prepares students for the global business environment through broad exposure to key business disciplines.
- 1.4. Physical learning environment: We strive to provide a physical infrastructure with appropriate technology that provides an environment in which our students and faculty can thrive professionally and intellectually.

2. Community.

- 2.1. Collegiality: We encourage transparency in our decision making practice through a process of shared governance based on interactions among faculty, staff, and students.
- 2.2. Service: We pursue collaborative partnerships between our internal and external stakeholders to promote life-long and experiential learning, research, service, and community interaction.

3. Diversity.

- 3.1. We value the opportunity to work, learn, and develop in a community that embraces the diversity of individuals and ideas.

4. Integrity.

- 4.1. Ethics: We are committed to ethical and responsible behavior in our own actions and to developing the same commitment in our students by promoting the awareness of professional ethical responsibilities.
- 4.2. Responsibility: We commit to being responsible and accountable in our operations at all levels, including assessment and continuous improvement of our academic programs and transparency in our fiscal and operational proceedings.

Learning Goals

Our graduates shall possess:

1. Critical Thinking & Analytical Thinking Skills;
2. Awareness of the Global Business Environment;
3. Ethical Reasoning Abilities;
4. Effective Communication Abilities;
5. Effective Collaborative Skills;
6. Effective Information Management Skills;
7. Understanding of a Broad Range of Business Disciplines.

Course Syllabus

Course Information

Course Number: MGMT 3300	
Course Name: Labor Relations Management	
CRN: 20562	
Semester: Spring 2019	
Location: CoB 315	
Class Hours: 10:00 - 10:50	

Instructor Information

Name: Doug Isanhart	
Office Location: CoB 312-"O"	
Work Email: dougi@uca.edu	
Phone: 450 3632	
Office Hours: MWF: 11:00 - 3:00 and by appointment	

Prerequisites: None

Textbook- None required - optional: Life Skills and More (Mr. Doug has copies for \$8)

Course Description and Objectives: To help students to understand and appreciate US labor law history, balance between efficiency/equity/voice in the workplace, the union organizing process,

structure and governance of labor unions, and the collective bargaining process. Students will be given opportunities to think, write, and speak. Preparation for the job market is also an important objective, as well as ethics.

Course Delivery Method: Lectures, handouts, movie, student research, presentations, class exercises and interactive discussions.

Grading:

Grades will be assigned according to the following percentage scale:

- A. = 90
- B. = 80
- C. = 70
- D. = 60
- F. below 60

Components of your grade are weighted as follows: Three (3) Knowledge Assessments @ 100 points each; Team Movie Presentations 50 points each; 10 Movie quizzes @ 10 points each; misc. homework assignments @ 50 points. Total points = 500.

Description of Major Deliverables/Course Requirements: Students will learn the history and importance of Labor/Management Relations. Requirements include showing up, paying attention and taking notes.

Class Schedule:

Week of

- Jan 07 Intro, course overview, Q&A (Friday Jan 11)
- Jan 14 Form teams, assign movies, assign paper, Lesson 1
- Jan 21 **MLK Birthday**, no class Mon; Triangle Fire Movie (W&F)
- Jan 28 Lesson 1; Case Study "Fighting on the Job"; Absentee and Tobacco Policies

- Feb 04 Lessons 2 and 3
- Feb 11 Lesson 3; Review (W); **KA#1 (F)**
- Feb 18 Lesson 4; **Movie Presentations #1 and #2 (F)**
- Feb 25 Movie Presentation #3 (M); Speakers (W) Movies #4 & #5 (F)

- Mar 04 "Slavery by another Name"; Movie #6 (F)

Week of

- Mar 11 Lesson 6
- Mar 18 **Spring Break**
- Mar 25 Lesson 6 (M); Review (W); **KA#2 (F)**

Apr 01	Lesson 7; Movie Presentations #7 and #8 (F)
Apr 08	Lesson 7; Movie Presentations #9 (W) and #10 (F)
Apr 15	Odds and ends
Apr 22	Review (M); KA#3 (W); No UCA classes on Friday
Apr 29	Finals week - Term paper due NLT June 1

Evaluations: Evaluations by students of a course and faculty are a crucial element in helping faculty achieve excellence in the classroom and the institution in demonstrating that students are gaining knowledge. Students may evaluate courses they are taking starting on the Monday of the thirteenth week of instruction through the end of finals week by logging in to MyUCA and clicking on the Evals button on the top right.

Attendance and Drop policies: No attendance will be taken; however, excessive absenteeism may result in student being dropped from course.

Assignment Submission: Paper assignments will be penalized 10 points for each 24-hour period after due date and time.

Makeup Exams: At discretion of instructor

Classroom Policies: Mutual courtesy and respect are the expectations.

Academic Integrity Statement: The University of Central Arkansas affirms its commitment to academic integrity and expects all members of the university community to accept shared responsibility for maintaining academic integrity. Students in this course are subject to the provisions of the university's Academic Integrity Policy, approved by the Board of Trustees as Board Policy No. 709 on February 10, 2010, and published in the Student Handbook. Penalties for academic misconduct in this course may include a failing grade on an assignment, a failing grade in the course, or any other course-related sanction the instructor determines to be appropriate. Continued enrollment in this course affirms a student's acceptance of this university policy.

Disabilities Act Statement: The University of Central Arkansas adheres to the requirements of the Americans with Disabilities Act. If you need an accommodation under this Act due to a disability, please contact the UCA Office of Disability Services, 450-3613.

Sexual Harassment and Academic Policies: All students are required to familiarize themselves with the University of Central Arkansas policy on sexual harassment and on academic policies. These policies are printed in the Student Handbook.

Title IX

"If a student discloses an act of sexual harassment, discrimination, assault, or other sexual misconduct to a faculty member, the faculty member cannot maintain complete confidentiality and

is required to report the act and may be required to reveal the names of the parties involved. Any allegations made by a student may or may not trigger an investigation. Each situation differs and the obligation to conduct an investigation will depend on those specific set of circumstances. The determination to conduct an investigation will be made by the Title IX Coordinator. For further information, please visit: <https://uca.edu/titleix>."

An **Emergency Procedures Summary (EPS)** for the building in which this class is held will be discussed during the first week of this course. EPS documents for most buildings on campus are available at <http://uca.edu/mysafety/bep/>. Every student should be familiar with emergency procedures for any campus building in which he/she spends time for classes or other purposes.

Other Required materials/Competencies/Resources: Instructor may add

Learning Goals assessed in this class: None formally assessed

Note: This syllabus may be revised at discretion of instructor.