

NoCOURSE SYLLABUS



COURSE TITLE: Business 150 – Introduction to Management
CLASS SECTION: 005 – in CBA 213
Tuesday / Thursday 8:30 am – 10:20 am
TERM: Fall 2022
COURSE CREDITS: 3 credits
DELIVERY METHOD(S): Face-to-face lecture; exams in computer lab

Camosun College campuses are located on the traditional territories of the Lək̓ʷəŋən and W̱SÁNEĆ peoples. We acknowledge their welcome and graciousness to the students who seek knowledge here.
Learn more about Camosun's [Territorial Acknowledgement](#).

For COVID-19 information please visit <https://legacy.camosun.ca/covid19/index.html>.

Camosun College requires mandatory attendance for the first class meeting of each course. If you do not attend, and do not provide your instructor with a reasonable explanation in advance, you will be removed from the course and the space offered to the next waitlisted student.

INSTRUCTOR DETAILS

NAME: Robert (Bob) Downie
EMAIL: DownieR@Camosun.ca
OFFICE: Virtual (Collaborate)
PHONE: Office-250-370-4130 Cell-250-883-3311
HOURS: By appointment (virtual office)

As your course instructor, I endeavour to provide an inclusive learning environment. However, if you experience barriers to learning in this course, do not hesitate to discuss them with me. Camosun College is committed to identifying and removing institutional and social barriers that prevent access and impede success.

CALENDAR DESCRIPTION

This course focuses on the principles of management in contemporary organizations. Basic theoretical foundations are applied to management issues such as strategic planning, contemporary organizational structures, leadership, human resource considerations and current approaches to monitoring organizational performance. Learners will have the opportunity to apply the principles discussed to local organizations. Learners will also develop skills in decision-making and learning strategies, time management, project management and group process.

PREREQUISITE(S)

One of:

- C in [English 12](#)
- C in [Camosun Alternative](#)

COURSE LEARNING OUTCOMES / OBJECTIVES

Upon successful completion of this course, the learner will be able to:

- 1) Demonstrate an understanding of the concepts, principles and issues related to management theory
 - Describe the four functions of management
 - Demonstrate an understanding of Business Ethics, Corporate Social Responsibility and Sustainability
 - Describe decision-making models and their relevance to management
 - Describe the important connection between management and human resources
- 2) Demonstrate the ability to apply leadership and motivation concepts to an identifiable local leader
 - Analyze leadership styles and approaches used by the leader
 - Apply motivation theory and describe the leader's approach to motivating staff
- 3) Work effectively in a team
 - Demonstrate appropriate and productive team roles and behaviours, and team decision-making approaches
- 4) Use the Decision Making Model to analyze and make recommendations for resolution of a business problem

REQUIRED MATERIALS & RECOMMENDED PREPARATION / INFORMATION

Robbins, S.P., DeCenzo, D.A., Coulter, M., & Anderson, I. (2019). *Fundamentals of management, (ninth Canadian edition)*. Pearson.

Getting Started with REVEL:

1. Enter your **Course Invite Link**: <https://console.pearson.com/enrollment/kal0zu>
2. **Sign in** if you have used a Pearson product before OR **Create a new account**
3. Select your access option
 - a) **“Get 14-day temporary access”** if you want to review this resource first before committing to this course
 - b) **“Redeem access code”** you purchased from the bookstore
 - c) **“Purchase materials”** with a credit card or PayPal account
4. Future Log-ins from <http://console.pearson.com>

Need help?

- Visit <https://www.pearson.com/ca/en/higher-education/get-started/faq.html> for FAQs, guides, and resources.
- For more information about Revel, check out <https://www.pearsonhighered.com/revel/>
- **Technical support**: <https://support.pearson.com/getsupport/s/contactsupport>

COURSE SCHEDULE, TOPICS, AND ASSOCIATED PREPARATION / ACTIVITY / EVALUATION

The following schedule and course components are subject to change with reasonable advance notice, as deemed appropriate by the instructor.

WEEK or DATE RANGE	ACTIVITY or TOPIC	OTHER NOTES
Week 1 September 6-11	Course and Revel overview and Introduction to Management and Organizations ACTIVITY CHECKLIST: <input type="checkbox"/> Purchase the e-text and read chapter 1 <input type="checkbox"/> Review the Assignment 1 resources in D2L for next week READINGS / REVEL QUIZZES: (Due Sept 12) <input type="checkbox"/> Chapter 1 -Introduction to Management and Organizations Complete the Chapter 1 Revel activities <input type="checkbox"/> Chapter 2 Environmental Constraints on Managers	Post Personal Introduction to Discussions Due September 11th Post Expectations to Discussions Due September 11th
Week 2 September 12-18	Chapter 2 Environmental Constraints on Managers ACTIVITY CHECKLIST: <input type="checkbox"/> Review APA Module – do this early! <input type="checkbox"/> Assignment 1 instructions review READINGS / REVEL QUIZZES: (Due before week starts) <input type="checkbox"/> Read chapter 8 and complete the Revel quizzes	Fisher Personality: submit your results in Assignments Due: September 15th
Week 3 September 19-25	Chapter 8 - Understanding Groups and Teams ACTIVITY CHECKLIST: <input type="checkbox"/> Teams formed, team contract discussed READINGS / REVEL QUIZZES: (Due before week starts) <input type="checkbox"/> Read chapter 3 and complete the Revel quizzes	Complete Conflict Handling Instrument before class.
Week 4 Sept. 26- Oct. 2 <i>Sept. 30 National Day for Truth and Reconciliation, College closed</i>	Chapter 3 - Decision Making ACTIVITY CHECKLIST: <input type="checkbox"/> Finalize Assignment 1 team contracts <input type="checkbox"/> Exam Review: Chapters 1-3, STUDY READINGS / REVEL QUIZZES: (Due in two weeks) <input type="checkbox"/> Read chapter 4 and complete the Revel quizzes APA Quiz Due: October 2	Team Contract Due: September 27 APA Quiz Due: October 2
Week 5 October 3-9	Exam 1: Chapters 1-3 on October 4 ACTIVITY CHECKLIST: <input type="checkbox"/> Work on Assignment 1 READINGS / REVEL QUIZZES: (Due before next week starts) <input type="checkbox"/> Read chapter 4 and complete the Revel quizzes	Location of exam CBA 282 & 287
Week 6 October 10-16 <i>Oct. 10 Thanksgiving Day, College closed</i>	Chapter 4 - Planning and Strategic Management ACTIVITY CHECKLIST: <input type="checkbox"/> CamSTAR Stories READINGS / REVEL QUIZZES: (Due before week starts) <input type="checkbox"/> Read chapter 5 and complete the Revel quizzes	Assignment 1: Team product, Team Discovery Summary and Self-reflections Due: October 16
Week 7 October 17-23	Chapter 5 - Organizational Structure and Design ACTIVITY CHECKLIST: <input type="checkbox"/> Review instructions for Assignment 2 READINGS / REVEL QUIZZES: (Due before week starts) <input type="checkbox"/> Read chapter 10 complete the Revel quizzes	

WEEK or DATE RANGE	ACTIVITY or TOPIC	OTHER NOTES
Week 8 October 24-30	Chapter 10 - Leadership ACTIVITY CHECKLIST: <input type="checkbox"/> Assignment 2; teams formed READINGS / REVEL QUIZZES: (Due before week starts) <input type="checkbox"/> Read chapter 9 and complete the Revel quizzes	Assignment 2: -Self-enrol in teams by October 27
Week 9 Oct 31- Nov 6	Chapter 9 - Motivating and Rewarding Employees ACTIVITY CHECKLIST: <input type="checkbox"/> Exam Review: Chapters 4,5,10 & 9 <input type="checkbox"/> Work on Assignment 2 READINGS / REVEL QUIZZES: (Due in two weeks): <input type="checkbox"/> Read chapter 6 and complete the Revel quizzes	Study for Exam! <u>A-2 Team Contract</u> <u>Due: November 3</u>
Week 10 November 7-13 Nov. 11, <i>Remembrance Day, College closed</i>	Exam 2: Chapters 4, 5, 10 and 9 on <u>November 8</u> ACTIVITY CHECKLIST: <input type="checkbox"/> Work on Assignment 2 READINGS / REVEL QUIZZES: (Due before next week starts) <input type="checkbox"/> Read chapter 6 and complete the Revel quizzes	Location of exam CBA 282 & 287
Week 11 November 14-20	Chapter 6 - Human Resource Management ACTIVITY CHECKLIST: <input type="checkbox"/> Work on Assignment 2, <u>Due Friday Nov 25</u> READINGS / REVEL QUIZZES: (Due before week starts) <input type="checkbox"/> Read chapter 7 and complete the Revel activities quizzes	
Week 12 November 21-27	Chapter 7 - Managing Innovation and Change ACTIVITY CHECKLIST: <input type="checkbox"/> Work on Assignment 2 Part 2 <u>Due Friday Nov 25</u> READINGS / REVEL QUIZZES: (Due before week starts) Read chapter 12 and complete the Revel quizzes	Assignment 2 Individual team evaluation and self- reflection <u>Due Friday Nov 25</u>
Week 13 Nov. 28-Dec. 4	Chapter 12 - Foundations of Control ACTIVITY CHECKLIST: <input type="checkbox"/> CamSTAR stories READINGS / REVEL QUIZZES: (Due before week starts) <input type="checkbox"/> Read chapter 13 and complete the Revel quizzes	
Week 14 December 5-10	Chapter 13 - Operations Management <input type="checkbox"/> Exam Review: Chapters 6,7,12, & 13 ACTIVITY CHECKLIST: Exam 3 to be scheduled during exam week: Dec. 12-20	
December 12-20	Final Exam Week Date & Location TBA	

Students registered with the Centre for Accessible Learning (CAL) who complete quizzes, tests, and exams with academic accommodations have booking procedures and deadlines with CAL where advanced noticed is required. Deadlines can be reviewed on the [CAL exams page](http://camosun.ca/services/accessible-learning/exams.html). <http://camosun.ca/services/accessible-learning/exams.html>

EVALUATION OF LEARNING

DESCRIPTION	WEIGHTING
Team Assignments (35%) Assignment 1 - Team Discovery Assignment <ul style="list-style-type: none"> <input type="checkbox"/> Team Contract (3%) <input type="checkbox"/> Team product and Team Discovery Summary (15%) <input type="checkbox"/> Individual team evaluation and self-reflection (2%) Assignment 2 – Management Perspectives on Leading & Motivation <ul style="list-style-type: none"> <input type="checkbox"/> Team Summary Report <input type="checkbox"/> Individual peer evaluation and self-reflection (2%) 	20%
Exams (45%) <ul style="list-style-type: none"> <input type="checkbox"/> Exam 1 <input type="checkbox"/> Exam 2 <input type="checkbox"/> Exam 3 (during exam week) <input type="checkbox"/> APA Quiz 	12% 15% 15% 3%
Online Activities (23%) <ul style="list-style-type: none"> • Revel chapter activities • Participation/Activities/Discussions 	10% 10%
TOTAL	100%

If you have a concern about a grade you have received for an evaluation, please come and see me as soon as possible. Refer to the [Grade Review and Appeals](http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf) policy for more information.
<http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf>

COURSE GUIDELINES & EXPECTATIONS

Assignment formatting. The School of Business uses APA 7 style for formatting assignments and citing references. Proper citations and formatting using APA style will be required. See Camosun College citation guides: <http://camosun.ca.libguides.com/apa7>

- Where required by your instructor, submit all assignments into the D2L assignments by your last name.
- In text citations for quotes, paraphrasing, and references must be consistent with APA standards.
- Grammar, spelling, style and APA formatting, citations and referencing will be assessed in your mark.
- All submitted work must be properly referenced to sources where required by your instructor.
- Unless otherwise specified, you are to submit your own work, any work collaborated (unless permitted by the course) will be considered in violation of the College's Academic Integrity Policy. See Camosun's (2021) policy at: <https://legacy.camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.13.pdf>.

Acts of academic dishonesty include, but are not limited to:

- Using the exact words of a published or unpublished author without quotation marks and without referencing the source of these words.
- Duplicating a table, graph, or diagram, in whole or in part, without referencing the source.
- Paraphrasing the ideas of another person, whether written or verbal, without referencing the source.
- Providing answers to another student in any test, examination, or take-home assignment.
- Taking any unauthorized materials into an examination or test.
- Submitting the same paper or portions thereof for more than one assignment in different courses without the instructor's permission.
- If you are uncertain or have any questions regarding academic integrity, please do not hesitate to discuss these with your instructor.**

SCHOOL OR DEPARTMENTAL INFORMATION

The School of Business is committed to promoting competence, professionalism and integrity in our students and developing their core skills to succeed throughout their academic programs and in their careers. The purpose of these guidelines is to provide clear expectations of appropriate academic conduct and to establish processes for discipline in appropriate circumstances. It is your responsibility to become familiar with the content and the consequences of academic dishonesty.

Camosun College School of Business (2016) Academic Honesty Guidelines from:

<http://camosun.ca/learn/school/business/current-students/documents/Academic-Honesty-Guidelines.pdf>.

Deadlines, exams, and assignments. You must submit your assignments on the due date or as announced. A grade of zero will be assigned to late submissions. There are no additional assignments or make-up exams of any kind if you performed poorly on an assignment, midterm or final exam.

- a. **EXAM DATES WILL NOT BE RESCHEDULED.** Non-attendance on scheduled exam dates results in a zero grade. Exceptions will be made only for medical reasons or extenuating circumstances that must be submitted and then accepted by the instructor. Please advise your instructor promptly.
- b. Students registered through the [Centre for Accessible Learning \(CAL\)](#) should discuss timelines with their instructors at the beginning of each semester.
- c. Medical notes must be dated, signed, and be written on letterhead or prescription paper imprinted with the physician's name and address. Notes are accepted from Physician (GP or medical specialist), Nurse Practitioner, Psychiatrist, Psychologist, Counsellor and Aboriginal Elder. Electronic notes will not be accepted. Medical documentation must be received as soon as reasonably possible.

Final exams: Students are expected to write tests and final exams at the scheduled time and place. In emergency circumstances, a student may write a test or final examination before or after the scheduled time if the student would otherwise be unable to complete the program or course. Exceptions due to emergency circumstances, such as unavoidable employment commitments, health problems, or unavoidable family crises, require the approval of the appropriate instructor. **Holidays or scheduled flights are not considered emergencies.** The student may be required to provide verification of the emergency circumstance. See Camosun College (2018) Final Examinations from:

<http://camosun.ca/learn/calendar/current/procedures.html#academic>.

STUDENT RESPONSIBILITY

Enrolment at Camosun assumes that the student will become a responsible member of the College community. As such, each student will display a positive work ethic, assist in the preservation of College property, and assume responsibility for their education by researching academic requirements and policies; demonstrating courtesy and respect toward others; and respecting expectations concerning attendance, assignments, deadlines, and appointments.

SUPPORTS AND SERVICES FOR STUDENTS

Camosun College offers a number of services to help you succeed in and out of the classroom. For a detailed overview of the supports and services visit <http://camosun.ca/students/>.

Support Service	Website
Academic Advising	http://camosun.ca/advising
Accessible Learning	http://camosun.ca/accessible-learning

Support Service	Website
Counselling	http://camosun.ca/counselling
Career Services	http://camosun.ca/coop
Financial Aid and Awards	http://camosun.ca/financialaid
Help Centres (Math/English/Science)	http://camosun.ca/help-centres
Indigenous Student Support	http://camosun.ca/indigenous
International Student Support	http://camosun.ca/international/
Learning Skills	http://camosun.ca/learningskills
Library	http://camosun.ca/services/library/
Office of Student Support	http://camosun.ca/oss
Ombudsperson	http://camosun.ca/ombuds
Registration	http://camosun.ca/registration
Technology Support	http://camosun.ca/its
Writing Centre	http://camosun.ca/writing-centre

If you have a mental health concern, please contact Counselling to arrange an appointment as soon as possible. Counselling sessions are available at both campuses during business hours. If you need urgent support after-hours, please contact the Vancouver Island Crisis Line at 1-888-494-3888 or call 911.

COLLEGE-WIDE POLICIES, PROCEDURES, REQUIREMENTS, AND STANDARDS

Academic Accommodations for Students with Disabilities

The College is committed to providing appropriate and reasonable academic accommodations to students with disabilities (i.e. physical, depression, learning, etc). If you have a disability, the [Centre for Accessible Learning](#) (CAL) can help you document your needs, and where disability-related barriers to access in your courses exist, create an accommodation plan. By making a plan through CAL, you can ensure you have the appropriate academic accommodations you need without disclosing your diagnosis or condition to course instructors. Please visit the CAL website for contacts and to learn how to get started:

<http://camosun.ca/services/accessible-learning/>

Academic Integrity

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.13.pdf> for policy regarding academic expectations and details for addressing and resolving matters of academic misconduct.

Academic Progress

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.1.pdf> for further details on how Camosun College monitors students' academic progress and what steps can be taken if a student is at risk of not meeting the College's academic progress standards.

Course Withdrawals Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.2.pdf> for further details about course withdrawals. For deadline for fees, course drop dates, and tuition refund, please visit <http://camosun.ca/learn/fees/#deadlines>.

Grading Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.5.pdf> for further details about grading.

Percentage	Grade	Description	Grade Point Equivalency
90-100	A+		9
85-89	A		8
80-84	A-		7
77-79	B+		6
73-76	B		5
70-72	B-		4
65-69	C+		3
60-64	C		2
50-59	D	Minimum level of achievement for which credit is granted; a course with a "D" grade cannot be used as a prerequisite.	1
0-49	F	Minimum level has not been achieved.	0

Grade Review and Appeals

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf> for policy relating to requests for review and appeal of grades.

Mandatory Attendance for First Class Meeting of Each Course

Camosun College requires mandatory attendance for the first class meeting of each course. If you do not attend, and do not provide your instructor with a reasonable reason in advance, you will be removed from the course and the space offered to the next waitlisted student. For more information, please see the "Attendance" section under "Registration Policies and Procedures" (<http://camosun.ca/learn/calendar/current/procedures.html>) and the Grading Policy at <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.5.pdf>.

Medical / Compassionate Withdrawals

Students who are incapacitated and unable to complete or succeed in their studies by virtue of serious and demonstrated exceptional circumstances may be eligible for a medical/compassionate withdrawal. Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.8.pdf> to learn more about the process involved in a medical/compassionate withdrawal.

Sexual Violence and Misconduct

Camosun is committed to creating a campus culture of safety, respect, and consent. Camosun's Office of Student Support is responsible for offering support to students impacted by sexual violence. Regardless of when or where the sexual violence or misconduct occurred, students can access support at Camosun. The Office of Student Support will make sure students have a safe and private place to talk and will help them understand what supports are available and their options for next steps. The Office of Student Support respects a student's right to choose what is right for them. For more information see Camosun's Sexualized Violence and Misconduct Policy: <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.9.pdf> and camosun.ca/sexual-violence. To contact the Office of Student Support: oss@camosun.ca or by phone: 250-370-3046 or 250-3703841

Student Misconduct (Non-Academic)

Camosun College is committed to building the academic competency of all students, seeks to empower students to become agents of their own learning, and promotes academic belonging for everyone. Camosun also expects that all students to conduct themselves in a manner that contributes to a positive, supportive, and safe learning environment. Please review Camosun College's Student Misconduct Policy at <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.5.pdf> to understand the College's expectations of academic integrity and student behavioural conduct.

Changes to this Syllabus: Every effort has been made to ensure that information in this syllabus is accurate at the time of publication. The College reserves the right to change courses if it becomes necessary so that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.