

COURSE SYLLABUS



COURSE TITLE: KIN 315 Behavior in Sport Organizations

CLASS SECTION: 002

TERM: 2025 Winter

COURSE CREDITS: 3

DELIVERY METHOD(S): In Class

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://camosun.ca/about/covid-19-updates>

INSTRUCTOR DETAILS

NAME: Brianna Waldman

EMAIL: waldmanb@camosun.ca

OFFICE: PISE 306F

HOURS: By Appointment

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.

The Kinesiology department requires mandatory attendance for the first class meeting of each KIN 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.

CALENDAR DESCRIPTION

Students will study organizational behaviour theory and management practice in fitness and sport organizations. Drawing on industry relevant content, students will explore theory and practice applied skills that contribute to organizational effectiveness, including managing group dynamics, planning and decision-making, effective governance, and supporting an effective organizational culture.

PREREQUISITE(S): C in KIN 115 C in SPMA 100 - Must be completed prior to taking this course.

CO-REQUISITE(S): None

EXCLUSION(S): None

COURSE LEARNING OUTCOMES / OBJECTIVES

Upon successful completion of this course a student will be able to:

- Describe the key concepts of organizational structures, functions and effectiveness including Indigenous sport and healthy living organizations.
- Assess elements of group dynamics and apply strategies to support resolving interpersonal conflict in groups and teams.

- Apply an effective decision-making model to generate and evaluate potential outcomes to organizational challenges.
- Establish a strategic planning process that results in a strategic plan for a local, provincial, or national fitness or sport organization.
- Describe the key concepts of governance and critique various fitness and sport organization-based policies.
- Describe the key factors that lead to effective organizational culture.

REQUIRED MATERIALS & RECOMMENDED PREPARATION / INFORMATION

Selected Readings – to be posted on D2L

Reference: McShane, Steven L, Steen, Sandra I. Canadian Organizational Behaviour, Human Kinetics. (on reserve in the Library)

Online Sport for Life Governance Course ~ \$20

Book Review and Summary – to be chosen – will need to access / purchase / or multiple summaries from reputable reviewers

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

Tue 11:30 am – 1:20 pm – PA 102

Thurs 11:30 am – 1:20 pm – CHW 339

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
1. Jan 6-10	L1 Introduction to Organizational Behaviour in Sport and Fitness https://www.wrexhamafc.co.uk/the-club/mission-statement Legacy: What All Blacks can teach us about business and life Ground Rules, Inspiration, books L2 Organizational Effectiveness
2. Jan 13-17	L3 Organizational Effectiveness Systems Theory I L4 Organizational Effectiveness Systems Theory II
3. Jan 20-24	L5 Sport Org Book review prep Book review - https://www.runn.io/blog/best-management-books L6 Group Dynamics I – Foundations (Cave)
4. Jan 27-31	L7 Group Dynamics II– Moon/Survivor - Team L8 Group Dynamics III
5. Feb 3-7	L9 Conflict Management/Power (Role Play) L10 Decision-Making in Sport Organizations / DM Scenarios
6. Feb 10-14	L11 HR people management in sport orgs L12 Book review shareback / Hand out Strategic Plan Assignment
7. Feb 17-21	Reading Break
8. Feb 24-28	L13 Strategic Planning I / Hand out Final MSO assignment L14 Strategic Planning II: Critiques

WEEK or DATE RANGE	ACTIVITY or TOPIC
9. Mar 3-7	L15 Strategic Planning – Presentation Development L16 Strategic Planning – Group Presentations
10. Mar 10-14	L17 Strategic Planning Group Presentations L18 Governance I / Hand out Governance Assignment
11. Mar 17-21	L19 Governance II – Policies (https://www.royalroads.ca/why-royal-roads/sport-leadership-and-social-change) Webinars in Sport – reflection L20 Governance – S4L - Governance Course Completion
12. Mar 24-28	L21 Mental Health in the Workplace L22 Organizational Culture
13. Mar 31-Apr 4	L23 MSO Presentation Prep L24 Present MSO – Value and why it would be a good place to work
14. Apr 7-11	L25 Present MSO – Value and why it would be a good place to work L26 Wrap Up

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 scan 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
Book Review Presentation – Feb 13 th , 2025 / In Class	20
Strategic Plan Critique Group Presentation – March 5 th , 2025	25
S4L Governance Course Completion or webinar reflection – Mar 23 rd , 2025	20
Final Assignment – Case Analysis “Connect the OB Dots” – Apr 6 th , 2025	35
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 policy for more information.	100%
http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf	

COURSE GUIDELINES & EXPECTATIONS

Attendance: Students are expected to attend all classes, labs, and exams. Students are responsible for getting their own notes from class as well as information pertaining to changes in the course outline, readings, assignments, and information pertaining to any tests or exams. Lab attendance is mandatory unless you have a medical reason for missing it, in which case you should email the instructor ahead of time to make note of your reason for missing class. Failure to attend the laboratory component could result in failure of the course.

An excused absence includes:

- a) a medical certificate
- b) an intercollegiate trip
- c) permission of instructor prior to absence

d) compassionate reasons

e) illness

Absences from Campus due to personal illness:

If a student is feeling unwell, they should inform their instructor that they will be unable to participate in any in-person classes. Where possible, alternative means of participating in the learning will be arranged. Students will not be academically penalized for such absences.

Missed Exams: Exams must be written on the date scheduled. If a student is unable to write an exam through no fault of their own for medical or other reasons, valid documentation must be provided and discussed with the instructor. If a student who is absent has not made arrangements with the instructor in advance, he or she will receive a zero. Final Exams may be scheduled at any time during the final exam block; therefore, students should avoid making travel plans, professional or personal commitments for the duration of the exam period.

Due Dates and Late Assignments

The due dates are established in accordance with the course and term duration. The purpose of the due dates is to help both you and I to get the assignments done so that they can be assessed in a timely manner. Just as you need time to complete the assignments, I need enough time to grade them. As such, the due dates are fixed (unless you have an approved academic accommodation through CAL) and it is expected that students will hand in assignments on time. Assignment marks, comments, and feedback will be returned to students in a timely manner, usually within 1-3 weeks, depending on the length of the assignment.

All assignments must be handed in by the time indicated (on the assignment, or on D2L). Late assignments may be graded but marks equivalent to 10% of the total value of the assignment will be deducted for each day, inclusive of days on the weekend, past the deadline. If assignments have already been marked and returned, a late assignment will not be accepted. Assignments will not be accepted that are late more than three days, inclusive of days over the weekend.

Exam Procedures

All exams must be written at the scheduled times with the exception of students requiring an accommodation by CAL. It is understood that emergency circumstances do occur (e.g. severe illness or family emergency); for such circumstances accommodation may be offered at the discretion of the instructor, provided the student:

- a) notifies the instructor in advance of the exam (not after), and
- b) provides documented evidence of the circumstance (e.g. medical certificate).

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 policy for more information.

<http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf>

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If an exam is missed with an excused absence, it is up to the instructor's discretion as to how the mark will be made up. In most cases, an oral exam will be scheduled for the student as soon as possible.

Be sure not to make travel plans for the end of semester until the final exam schedules are finalized and posted. Please ask any family members who might make travel plans on your behalf to consult you before booking tickets.

Please note: the use of cell phones during a test or quiz is not allowed and may result in a zero for that assessment.

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
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.

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.

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.