

Course Syllabus

 [Edit](#)

BUS 301: Building Relationships for Business


Section 1: Course Information

This section expands on the following topics:

- 1.1: Instructor Information
- 1.2: Course Information
- 1.3: Textbook & Course Materials
- 1.4: Course Technology

1.1: Instructor Information



- Name: Mary Jae Kleckner, Ph. D.
- **Virtual Office Hours**  ([https://wisconsin-
edu.zoom.us/j/96140718336?
pwd=aVZTT3hDRDZ3RmFrclh5K0NPRFBPdz09&from=addon](https://wisconsin-
edu.zoom.us/j/96140718336?pwd=aVZTT3hDRDZ3RmFrclh5K0NPRFBPdz09&from=addon)):
Wednesdays & Thursdays, 12:00–2:00 pm
Click link above to enter waiting room... *No appointment necessary!*
Alternate meeting times available on request.
- E-mail: mary.kleckner@uwsp.edu
(<mailto:mary.kleckner@uwsp.edu>)*

* If you require a response within 24 hours, make sure your email's subject line 1) includes "BUS 301" and your specific section number/meeting time, and 2) succinctly indicates your specific area of concern (assignment, event, etc.)

1.2: Course Information

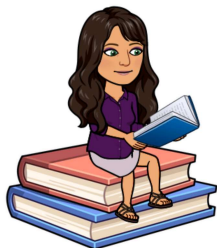
BUS 301: Building Relationships for Business is a 50% online, hybrid course. Class meets face-to-face in CCC 214 every Tuesday at the following times:

- 11:00 am - 12:15 pm (Section 2)
- 12:30 - 1:45 pm (Section 3)
- 2:00 - 3:15 pm (Section 4)

IMPORTANT: Attendance and participation for the F2F class session should be considered mandatory. Students who consistently fail to attend class on Tuesdays will receive a grade penalty. Students should also plan to enter the Canvas course between Tuesday class sessions to complete the remaining coursework outside of class.

Note about Delivery Mode Changes: Changes to course delivery may occur at any time during the term to address public health and safety concerns.

1.3: Textbook & Course Materials



Most of the course texts listed below are available in the University Bookstore through the Text Rental program. You can download a free pdf copy of the [Handbook for Early Career Success](https://uwstp.instructure.com/courses/569746/files/56249909/download?wrap=1) (<https://uwstp.instructure.com/courses/569746/files/56249909/download?wrap=1>). [↓](https://uwstp.instructure.com/courses/569746/files/56249909/download?download_frd=1) (https://uwstp.instructure.com/courses/569746/files/56249909/download?download_frd=1) by clicking on the title. Kindle and paperback copies are available on [Amazon.com](https://www.amazon.com/Handbook-Early-Career-Success-Steven/dp/1598588095/ref=sr_1_1) [↗](https://www.amazon.com/Handbook-Early-Career-Success-Steven/dp/1598588095/ref=sr_1_1) (https://www.amazon.com/Handbook-Early-Career-Success-Steven/dp/1598588095/ref=sr_1_1).

Required:

- [Handbook for Early Career Success](https://uwstp.instructure.com/courses/569746/files/56249909/download?wrap=1) (<https://uwstp.instructure.com/courses/569746/files/56249909/download?wrap=1>). [↓](https://uwstp.instructure.com/courses/569746/files/56249909/download?download_frd=1) (https://uwstp.instructure.com/courses/569746/files/56249909/download?download_frd=1) by Steven Lurie
 - *Networking for People who Hate Networking* (2nd Ed.) by Devora Zack
 - *The Team Handbook* (3rd Ed.) by Peter R. Scholtes, Brian L. Joiner, and Barbara J. Streibel
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1.4: Course Technology

We will extensively use Canvas and Zoom throughout the semester. We may incorporate other technology platforms into the BUS 301 coursework as well. Please take the following steps as early as possible, preferably before the semester begins:

1. Confirm your devices meet the [system requirements for Canvas](https://community.canvaslms.com/t5/Canvas-Basics-Guide/What-are-the-browser-and-computer-requirements-for-Canvas/ta-p/66) [↗](https://community.canvaslms.com/t5/Canvas-Basics-Guide/What-are-the-browser-and-computer-requirements-for-Canvas/ta-p/66) (<https://community.canvaslms.com/t5/Canvas-Basics-Guide/What-are-the-browser-and-computer-requirements-for-Canvas/ta-p/66>).
2. Confirm your devices meet the [system requirements for Zoom](https://support.zoom.us/hc/en-us/articles/201362023-System-requirements-for-Windows-macOS-and-Linux) [↗](https://support.zoom.us/hc/en-us/articles/201362023-System-requirements-for-Windows-macOS-and-Linux) (<https://support.zoom.us/hc/en-us/articles/201362023-System-requirements-for-Windows-macOS-and-Linux>).
3. Follow my course guidelines to [install a free student edition of Office 365](https://www3.uwsp.edu/infotech/Pages/SoftwareSupport/Office-365-OneDrive.aspx) [↗](https://www3.uwsp.edu/infotech/Pages/SoftwareSupport/Office-365-OneDrive.aspx) (<https://www3.uwsp.edu/infotech/Pages/SoftwareSupport/Office-365-OneDrive.aspx>).





Whenever you experience technical problems, feel free to let me know; however, try to resolve those issues through the resources below:

UWSP IT Service Desk

Canvas Support

Phone: • 346.4357 (on campus)


• 833.828.9804

- 877.832.8977 (off campus)
- Email/chat:**
- [techhelp@uwsp.edu \(mailto:techhelp@uwsp.edu\)](mailto:techhelp@uwsp.edu)
 - 601 Division St, Room 101
- Web resources:**
- [IT Service Desk](https://www.uwsp.edu/infotech/Pages/ServiceDesk/default.aspx) 
 - [IT Tutorials & FAQs](https://www3.uwsp.edu/infotech/Pages/Tutorials/default.aspx) 
- Click the "Help" icon on the page
 - [Canvas Student Guides](https://community.canvaslms.com/learn/10701)  [10701](https://community.canvaslms.com/learn/10701)
 - [Canvas Video Guides](https://community.canvaslms.com/learn/3891)  [3891](https://community.canvaslms.com/learn/3891)

Monitor your Canvas courses and UWSP email regularly. Don't rely solely on class reminders – check your email messages and log into your Canvas account at least 2-3 times a week.

If you struggle to use Canvas efficiently... please register for this self-paced [Student Training / Canvas Orientation course](https://uwstp.instructure.com/enroll/FNRAL8) to avoid unnecessary frustration and confusion. Also refer to my [Canvas Resources page](https://uwstp.instructure.com/courses/569746/pages/canvas-resources) for tips on navigating Canvas.

If you need additional tools for online or hybrid courses, visit:

<https://www.uwsp.edu/online/Pages/Online%20Student%20Orientation.aspx> 
<https://www.uwsp.edu/online/Pages/Online%20Student%20Orientation.aspx>

Section 2: Learning Outcomes

This section expands on the following topics:

- 2.1: Course Goals
- 2.2: Course Learning Objectives
- 2.3: Academic Unit

2.1: Course Goals

The objective of this course is to increase your awareness of various communication preferences and styles, as well as expand your comfort level with different types of professional communication contexts, including interpersonal (networking), persuasive, and collaborative (team-based) communication. It also aims to help you become more deliberate and strategic in your approach to workplace communication and come to view communication as a *tool*, rather than an activity or extension of your personality.

2.2: Course Learning Objectives

Students who successfully complete BUS 301 will make progress in the following areas:

Connecting (Unit 1): Weeks 1-5

- [Develop strategies for overcoming communication obstacles and anxiety.](https://uwstp.instructure.com/courses/569746/pages/co1)
(<https://uwstp.instructure.com/courses/569746/pages/co1>)
- [Anticipate and incorporate diverse perspectives into communication.](https://uwstp.instructure.com/courses/569746/pages/co2)
(<https://uwstp.instructure.com/courses/569746/pages/co2>)

Persuading (Unit 2): Weeks 6-9

- [Employ ethical, logical, and well-supported persuasive techniques](https://uwstp.instructure.com/courses/569746/pages/co3)
(<https://uwstp.instructure.com/courses/569746/pages/co3>)
- [Evaluate and construct reasoning in applied, business-specific contexts.](https://uwstp.instructure.com/courses/569746/pages/co4)
(<https://uwstp.instructure.com/courses/569746/pages/co4>)

Collaborating (Unit 3): Weeks 10-15

- [Analyze and effectively manage interpersonal conflict in team settings and with diverse audiences.](https://uwstp.instructure.com/courses/569746/pages/co5)
(<https://uwstp.instructure.com/courses/569746/pages/co5>)
- [Apply negotiation techniques to secure maximum value.](https://uwstp.instructure.com/courses/569746/pages/co6)
(<https://uwstp.instructure.com/courses/569746/pages/co6>)
- [Demonstrate effective collaboration skills in team settings and with diverse audiences.](https://uwstp.instructure.com/courses/569746/pages/co7)
(<https://uwstp.instructure.com/courses/569746/pages/co7>)

2.3: Academic Unit

SBE Mission

The UW-Stevens Point School of Business and Economics creates career ready graduates and leaders through applied learning. We serve the businesses, economy, and people of the greater Central Wisconsin region. We specialize in preparing students for success by providing professional development experiences, access to employers, and in-demand skills.

The SBE achieves its mission by valuing:

- Talent development
- Lifelong learning
- Career preparation
- On the job experiences
- Community outreach
- Regional partnerships
- Continuous improvement

Accreditation Commitment

SBE is accredited by the Association to Advance Collegiate Schools of Business (AACSB), a designation earned by only 5 percent of world business schools. Accreditation instills a culture of continuously improving our programs through connections with local business leaders, alumni and the community.

Section 3: Course Expectations and Policies

This section expands on the following topics:

- 3.1: Attendance
 - 3.2: Late Work
 - 3.3: Etiquette/Netiquette
-

3.1: Attendance

Physically (or virtually) showing up is sometimes enough to receive credit; however, mentally engaging in class material is always critical to *learning*. Many behaviors tell those around you whether you are actively engaged in what's going on. Central Wisconsin employers have identified several of them as critical to career success:

- Listen actively and attentively
- Consistently and comfortably ask for clarification or feedback
- Employ effective questioning techniques
- Accept constructive criticism without deflection or defensive behavior

F2F classes: To stay engaged and demonstrate these behaviors, please set your phone to vibrate and put it away* (i.e., keep it *off* the table) during class unless we are using your devices for a class activity.

Students who intently stare at their lap during class or otherwise demonstrate they are not mentally present *will* be marked absent. If a student's disengagement is distracting to others, I will ask that student to leave.

Virtual Classes: To stay engaged and demonstrate these behaviors, please turn on your web cam during class and close all browser windows and computer applications that are unrelated to class.

* If you use an electronic device to accommodate a disability, you must provide documentation from the [Disability and Assistive Technology Center \(DATC\)](#) [↗ \(https://www.uwsp.edu/datc/Pages/apply-for-accommodations.aspx\)](https://www.uwsp.edu/datc/Pages/apply-for-accommodations.aspx). Scroll down to "Academic Support and Accommodations" for more information.

Attending class is the best way to get the most value out of this course, so plan to attend every class. Because I am not able to re-teach the material to you in the event that you are absent, I cannot award participation points for missed class activities; however, on occasion there may be participation exercises you can complete ahead of time ***if you notify me at least 24 hours in advance***. To ensure my records are accurate, please notify me in writing (via email) when you have to miss class. Additional campus attendance guidelines are listed below:

- If you do not attend class during the first eight days of the regular 16-week term, you may be dropped from the class.
- If you must be absent during the semester, make arrangements with me in advance so we can discuss what will be a reasonable amount of time to make up the work you have missed.
- If you cannot reach me or your other instructor(s) in an emergency, contact the Dean of Students Office at 715-346-2611 or [DOS@uwsp.edu \(mailto:DOS@uwsp.edu\)](mailto:DOS@uwsp.edu).
- If you must miss class for religious reasons or military service, please refer to the "Absences due to Military Service" and "Religious Beliefs Accommodation" as outlined by the [UWSP registrar](#). [↗ \(https://www.uwsp.edu/regrec/Pages/Attendance-Policy.aspx\)](https://www.uwsp.edu/regrec/Pages/Attendance-Policy.aspx)

Changes in class enrollment will impact your tuition and fee balance, financial aid award and veterans educational benefit. If you decide to drop this class, please do so using [accessPoint](#) [↗](#)


3.2: Late Work

Assignment deadlines are typically coordinated with class activities, so completing them properly and submitting them on time is tied directly to the value of the activity and its relevance to the course. For the occasional case where life gets in the way, I handle all missed deadlines as follows:

1. For logistical reasons, deadlines for *Participation Assignments* are not flexible. Please scroll down to Section 5: Coursework Descriptions and Commentary for specific reasons and possible accommodations.
2. *For most other assignments*, if you email me a deadline extension request at least 24 hours in advance, I will extend the deadline without penalty. List "**deadline extension request**" and the assignment name in the **subject line** to ensure I approve your request in a timely manner.
3. *If a deadline is less than 24 hours away, do not email a request.* Just submit the assignment as soon as possible. If you submit it before I finish grading that assignment for your section, you will still get credit. Expect a 25% reduction in your grade per 24-hour period. Late submissions do not receive instructor feedback or resubmission opportunities.
4. *Assignments submitted more than three days (72 hours) past the deadline without prior approval will not receive any credit, feedback, or resubmission opportunity.* **NOTE:** Multiple missed deadlines *will* have an impact on your final grade. That impact **is not negotiable**, even if it costs you a passing grade in the course.

These policies are meant to help keep students on track... I prefer not to rely on them to coerce students. **If you need an extension, just submit your request [via email \(mailto:mary.kleckner@uwsp.edu\)](mailto:mary.kleckner@uwsp.edu) at least 24 hours in advance.**

3.3: Etiquette/Netiquette

I want to foster a productive and energizing learning environment. Your reaction to others' opinions and experiences, no matter how different or controversial they may be perceived, must be respectful and reflect the spirit of civil discourse. You are encouraged to comment, question, or critique an idea -- but you may not attack the individual expressing it (that would be an [ad hominem logical fallacy](https://www.txstate.edu/philosophy/resources/fallacy-definitions/Ad-Hominem.html) ). (<https://www.txstate.edu/philosophy/resources/fallacy-definitions/Ad-Hominem.html>).

Working together, we can build a polite and respectful course community. The following classroom and online etiquette tips will enhance the learning experience for everyone in the course:

- Do not dominate any discussion -- Give other students the chance to contribute.
- Using humor is acceptable but avoid offensive language. Present ideas appropriately.
- Avoid using slang -- it increases the risk of misinterpretation.
- Never make fun of someone's ability to speak, read, or write.
- Keep an "open-mind" and be willing to express/accept minority opinions.
- Share tips with other students.
- Ask for feedback.

Netiquette refers rules for behaving properly online.

- Be mindful of how your writing will be interpreted. For example, using all capital letters suggests shouting.
- Capitalize and punctuate sentences properly. Otherwise, it is difficult to tell where one thought ends and another begins.
- Emojis are sometimes helpful to convey your tone, but be aware that inappropriate or overuse can create confusion and erode professionalism.
- Wait, think, and edit before you click any "Send" or "Post" button.

For more tips, visit my course pages on [Videoconference Etiquette](https://uwstp.instructure.com/courses/569746/pages/videoconference-etiquette) (<https://uwstp.instructure.com/courses/569746/pages/videoconference-etiquette>) and check out this tutorial on [Workplace Civility](https://uwstp.instructure.com/courses/569746/pages/tutorial-workplace-civility). (<https://uwstp.instructure.com/courses/569746/pages/tutorial-workplace-civility>)

Email Etiquette

Faculty can receive as many as 100 emails per day. To ensure your messages receive a response, make sure they are clear, concise, and professional. Include the thread of an ongoing email conversation so that your instructor can recall the history of your issue without searching for other emails. Sign off with your first and last name.

To better manage my time, I do not divide my attention between email and other tasks. Instead, I set aside specific blocks of time each week to respond to less urgent emails. *If you want me to respond to your message within 24 hours*, make sure your email's subject line 1) includes "BUS 301" and your specific section number/meeting time, and 2) succinctly indicates your specific area of concern (assignment, event, etc.). It might take 2-3 days to receive a response to messages that do not follow these guidelines.

IMPORTANT: I will not respond to emails that ignore the conventions of grammar, spelling, punctuation, and capitalization. In other words, do not send me a text via email. I also will not open attachments sent without an accompanying message. Always submit assignments to Canvas or bring them to class as instructed. Never send them to me via email unless I specifically ask you to do so.

Cell Phone Use

Research indicates that having visual access to your cell phone diminishes your ability to learn. Furthermore, checking your social media accounts, texts, and other messages during class is unprofessional and disrespectful to me and your classmates. **Once class begins, please turn off your phone and place it out of view unless I specifically ask you to take it out for a class activity... I will do the same.**

If I notice that you are using your phone during class I will first ask you to either share what you are researching or put it away. If you continue to use your phone, I will ask you to leave class and deduct any participation points you earned that day.



Inclusivity

This course is intended to serve students from diverse backgrounds and perspectives. In addition, it aims to encourage them to view diversity as a resource that strengthens and benefits both teams and individuals. We must all work to present our ideas, information, and materials in a way that respects a variety of preferences and perspectives, including but not limited to gender identity, sexuality, disability, age, socioeconomic status, ethnicity, race, nationality, religion, and culture.

Thank you for following these guidelines, as they help create a positive learning community.

Section 4: Grading

This section expands on the following topics:

- 4.1: Grading Scheme
- 4.2: Grading Notes
- 4.3: Points Available

4.1: Grading Scheme

Your final grade in this course is based on the percentage of possible points you earn by the end of the semester:

Grade	Range	Grade	Range
A	100 % to 94.0%	C+	< 80.0 %to 77.0%
A-	< 94.0 %to 90.0%	C	< 77.0 %to 74.0%
B+	< 90.0 %to 87.0%	C-	< 74.0 %to 70.0%
B	< 87.0 %to 84.0%	D+	< 70.0 %to 67.0%
B-	< 84.0 %to 80.0%	D	< 67.0 %to 61.0%
		F	< 61.0 % to 0.0%

4.2: Grading Notes

I provide specific instructions for each assignment. Read them carefully, as you will be accountable for the criteria described in each assignment's instructions (and this syllabus). I am happy to answer questions about grading criteria, so be sure to ask me if you need clarification on the instructions.

Also keep the following in mind, as they will influence your grade in this course:

1. Do your own work.

The *minimum* penalty for academic misconduct in this class is a zero on the assignment. You are responsible for knowing what constitutes academic misconduct -- so please review my guidelines for



[Avoiding Plagiarism \(https://uwstp.instructure.com/courses/569746/pages/plagiarism\)](https://uwstp.instructure.com/courses/569746/pages/plagiarism) and Chapter 14 of the Wisconsin Administrative Code, [Student Academic Disciplinary Procedures](https://www.uwsp.edu/dos/Documents/UWS%2014-1.pdf) (https://www.uwsp.edu/dos/Documents/UWS%2014-1.pdf). “I didn’t know” will **not** be a valid excuse

For more information about university policies, review UW-Stevens Point's [Rights and Responsibilities](https://www.uwsp.edu/perkins/Pages/Rights-and-Responsibilities.aspx) (https://www.uwsp.edu/perkins/Pages/Rights-and-Responsibilities.aspx).

2. Meet deadlines.

To stay on track, promote interactions, and maximize student engagement, you should plan to complete all assignments as instructed and submit them by the deadline in the Canvas calendar. If you need an exception or extension, you must make alternative arrangements with me at least 24 hours in advance to avoid a grade penalty. Review "Late Work" policies above for more specific information.

3. Document your sources properly.

All written assignments should follow the Publication manual of The American Psychological Association (6th ed.) guidelines for documentation. Expect to lose points for citations and references that do not meet APA formatting standards. See [Course Guidelines on Source Documentation](https://uwstp.instructure.com/courses/569746/pages/documenting-sources) (https://uwstp.instructure.com/courses/569746/pages/documenting-sources) for more information and resources, and download my [APA Guidelines handout](https://uwstp.instructure.com/courses/569746/files/56249911/download?wrap=1) (https://uwstp.instructure.com/courses/569746/files/56249911/download?wrap=1) ↓ (https://uwstp.instructure.com/courses/569746/files/56249911/download?download_frd=1) for specific formatting instructions and examples.

4. Proofread Carefully.



In addition to instructions I provide for each assignment, all written work must observe basic grammar, spelling, and punctuation rules. Review these [Proofreading Guidelines](https://uwstp.instructure.com/courses/569746/pages/proofreading) (https://uwstp.instructure.com/courses/569746/pages/proofreading) to see which errors will cost you points. Written assignments that contain a distracting amount of spelling and grammatical errors will be returned *ungraded*. To receive credit, they must be revised and resubmitted within 7 days. Revisions can earn no higher than 75%.

5. Talk to me.



My contact information and office hours are posted at the top of this syllabus for a reason -- if you have questions or concerns, you are welcome to call or stop by during those times and talk them over with me. If they pertain to a specific assignment, please talk to me *before* the assignment is due. You are always welcome to email me if you prefer, but you may wait longer to receive a response.

If you are concerned about your overall performance in the course, please speak with me about your concerns in person – *especially* if you feel confused or overwhelmed. Effective communication works two ways, and I can’t help if you don’t ask. Don’t let a small problem become a major crisis because we didn’t talk.



6. Ask for help.




Please take the initiative to seek out Academic Support and Accommodations.

I am always happy to help if you feel confused or have questions about course materials and assignments; however, sometimes you may need additional help. If that applies to you, below are some places to find it.

If you require *Academic Assistance*:

The [Mary K. Croft Tutoring-Learning Center](https://www.uwsp.edu/tlc/Pages/default.aspx)  (<https://www.uwsp.edu/tlc/Pages/default.aspx>) located in room 018 of the Learning Resources Center offers a variety of academic support services, including:

- Writing and Reading Consultations if you are struggling with a tough writing or reading assignment
- Technology Tutoring Services if your computer skills aren't up to speed
- Academic Skills Specialists if you are struggling with study skills, time management, or other general academic challenges.


[The Writing Center](https://www.uwsp.edu/tlc/Pages/writing-center.aspx)  (<https://www.uwsp.edu/tlc/Pages/writing-center.aspx>) provides consultants who are successful UWSP students and can discuss any type of writing at any stage of the drafting process, including brainstorming, outlining, and research or citations. They work with experienced writers as well as struggling writers; we believe that everyone benefits from discussions about their writing.

- Writing Center services are available virtually via Zoom.
- Consultation sessions are by appointment. Some short notice times may be available.
- All Writing Center services are FREE.

If you have questions or would like to make an appointment, please contact the TLC via email (tlctutor@uwsp.edu (<mailto:tlctutor@uwsp.edu>)) or phone (715-346-3568).

If you require *Academic Accommodations*:

Please speak with me the first day of class if you know or suspect that you have a recognized disability.

Although course standards cannot be lowered, appropriate accommodations may be available to you under certain circumstances. If modifications are required due to a disability, you must **contact the Disability Resource Center (DRC) to complete an Accommodations Request form**. The DRC is located in room 108 in the Collins Classroom Center (CCC). For more information, call 715-346-3365 email drc@uwsp.edu (<mailto:drc@uwsp.edu>), or visit: www.uwsp.edu/drc  (<http://www.uwsp.edu/drc>). Please see section 6.1 below for more information.

4.3: Points Available

Your course grade is based on the following distribution of points:

- Quizzes: 50 points (12.5%)

- Discussions: 85 points (21.3%)
- Individual Assignments: 90 points (22.5%)
- Team Assignments: 130 points (32.5%)
- Participation Assignments: 45 points (11.3%) (includes 10 ProEvents Credits)

Each course Unit contains the following proportion of points:

- Unit 1: Connecting 135 points (33.8%)
- Unit 2: Persuading 65 points (16.3%)
- Unit 3: Collaborating 200 points (50.0%)

Total: 500 points

Section 5: Coursework Descriptions and Commentary

This section expands on the following topics:

- 5.1: Quizzes
- 5.2: Discussion Posts and Peer Reviews
- 5.3: Reflective and Participation Assignments
- 5.4: Team Submissions
- 5.5: Smiley/Pro Pointer Events
- 5.6: Extra Credit

5.1: Quizzes

Quizzes are intended to assess your comprehension and ability to analyze material we cover during each unit.

Note about deadline extensions on quizzes: Because all students must complete each quiz before I can post correct responses, I prefer to avoid deadline extensions on quizzes. So if your internet connection, work schedule, or other personal circumstances make your availability somewhat unpredictable, please do not wait until the last day to take your quizzes. If you have a documented medical emergency or a military deployment that requires you to miss the quiz window, however, contact me as soon as you can to discuss an appropriate alternative deadline.

5.2: Discussion Assignments

Student engagement and participation are critical to the value of discussion assignments. The goal of this course's discussion assignments is not to "force" you to regurgitate the assigned reading; rather, it is to provide you with some real-world context and enough practice for you to understand and complete your upcoming graded assignments successfully.

To earn full credit for discussion assignments, all you have to do is submit them *completely, correctly, and on time... so please read the instructions carefully!*

Because discussions are intended to be interactive, late submissions have little value. Therefore, in most circumstances, **late discussion posts cannot receive credit**. On the other hand, completing your posts too early can also diminish their value, so I typically keep them locked until we begin to cover the related material in class.

One final note: Although discussion posts are graded as Pass/Fail, quality still matters. The quality of your contributions to the first discussion assignment will determine the group you are assigned for the next discussion assignment. In other words, **the best way to ensure you are assigned to a discussion group of engaged, responsive classmates is to complete all of your discussion posts in a timely, thoughtful manner**. Similarly, if you put little thought or effort into the first discussion assignment, or miss the deadlines altogether, your group for the next discussion assignment will likely contain other students who did the same.

5.3: Reflective & Participation Assignments

Reflective Assignments

Some assessments require written reflection and introspection to have value. Assessments that require reflective writing must meet the standards outlined in the course [Reflective Writing Guidelines](https://uwstp.instructure.com/courses/569746/pages/reflective-writing-guidelines) (<https://uwstp.instructure.com/courses/569746/pages/reflective-writing-guidelines>).

Participation Assignments

Student engagement and participation are critical to the quality of our class sessions. The goal of these formative assessments is to prepare you for class: To earn full credit, all you need to do is submit them *completely, correctly, and on time... so please read the instructions carefully!*

You will be asked to complete participation assignments in Canvas by 11:59 pm the night before the corresponding class session meets. On occasion I may ask you to bring a printed copy of your results to our F2F class session to receive full credit, so you can refer to them during class discussion.

Because participation assignments are directly related to a particular class session, late submissions cannot be accepted. In addition, receiving full credit will require you to attend the corresponding class session. If you know in advance you will be missing a required class, speak to me at least 24 hours before it meets to see if you can satisfy the participation requirements another way.

5.4: Team Submissions

During the Collaboration Skills Unit (Unit 4), you will be assigned to a team to complete a group project. Although individual submissions will also be part of your grade, this project includes several assignments for which the entire team will receive one grade. Some team submissions are participation assignments, while others are graded presentations and assessments.

In addition, your individual grade on the final team project will be partially based on your teammates' evaluation of your performance.

5.5: Smiley/Pro Pointer Events

Several UWSP departments and programs, including the Sentry School of Business & Economics, sponsor **Smiley Professional Events** (or **Pro Events**).

Pro Events connect you to:

- *Campus* (e.g., academic coaching, student clubs);
- *Community* (e.g., Rotary, Business Council); and
- *Careers* (e.g., internships, networking).

As an SBE student, you will be able to choose from a wide variety of speakers, workshops and special events. With over 300 events per year on the Pro Events calendar, you will have significant flexibility in selecting your events. Whatever you choose, Pro Events will help you to make the most out of your time as a student and to prepare for transitioning into a successful career.

Visit the Pro Events web site (proevents.uwsp.edu) for announcements of upcoming events. You can also follow us on social media.

- Facebook: [UWSP School of Business & Economics](https://www.facebook.com/uwspbusiness)  (<https://www.facebook.com/uwspbusiness>)
- Twitter: [@UWSPBusiness](https://twitter.com/uwspbusiness)  (<https://twitter.com/uwspbusiness>)

For this course, you must attend two official Pro Events. One event must be before the mid-semester cut-off of **Mar. 17**; a second event must be before the end-of-semester cut-off (**May 12**). If you go to extra events before the mid-semester cut-off, those credits will carry over into the second half of the semester. Attendance at each event will count for 10 points towards your final grade.

You may earn Pro Events credits in many different ways:

- “Attending” live Zoom events; attendance will be taken at the end of the event.
- Attending in-person events.

For maximum schedule flexibility, check out the Anderson Center Canvas page for details on Create Your Own events and Lunch with a Leader.

Only students registered for 100% online or branch-campus classes have access to Pro Events recordings. The number of videos available will be pro-rated based on the number of such courses in which you are enrolled. Video events must be completed one week before the general Pro Events cut-offs. **For Spring 2023, the video deadlines are Mar. 10 for the first half-semester and May 5 for the second half-semester.**

Attendance at Pro Events will be confirmed with automatic emails to you and updated on the Pro Events web site. Please allow a week for confirmation of attendance at events held outside the SBE, such as Career Services events. If you have a question about Pro Events attendance, please email proevents@uwsp.edu (<mailto:proevents@uwsp.edu>).

IMPORTANT: If you have multiple courses or affiliations with Pro Events requirements, it is your responsibility to make sure you have attended enough events for each course/affiliation. If you have not attended enough events to cover all of your requirements, your attendance will be allocated to your courses in alpha-numeric order followed by any other affiliations.

After the mid-semester cut-off and the end of this semester's events, I will receive reports confirming your attendance. You do not need to do anything else.

Hint: If you are having trouble finding events that fit your schedule, check out the [“Create Your Own Event” option](https://www.uwsp.edu/busecon/Pages/Events/create.aspx) [↗](https://www.uwsp.edu/busecon/Pages/Events/create.aspx) (<https://www.uwsp.edu/busecon/Pages/Events/create.aspx>) on the Anderson Center Canvas page. You can meet with an expert from Career Advising, Financial Coaching or Academic Coaching. We also highly recommend our “Lunch with a Leader” program which allows you to set up a lunch (virtual or in-person) with a business expert to learn more about their industry, company and profession.

5.6: Extra Credit

Most extra credit opportunities are posted to their corresponding work plans with the other unit assignments. You can also look for “Easter Eggs” hidden in the course written materials. If you are the first student to locate a typo in one of my course materials, discreetly notify me [via email \(mailto:mary.kleckner@uwsp.edu\)](mailto:mary.kleckner@uwsp.edu). Write "Easter Egg" in the subject line, along with BUS 301 and your section number, and provide the location and a brief description of the typo in the body of the email. Once I verify the error, you will receive 1 extra credit point.

Section 6: Other Administrative Details

This section expands on the following topics:

- 6.1: ADA / Equal Access for Students with Disabilities
 - 6.2: Nondiscrimination Statement
 - 6.3: SBE Inclusivity Statement
 - 6.4: Religious Beliefs Accommodation
 - 6.5: Help Resources
 - 6.6: Emergency Response Guide
 - 6.7: UWSP Community Bill of Rights and Responsibilities
 - 6.8: University Attendance Policy
 - 6.9: University Drop Policy
 - 6.10: Academic Honesty
 - 6.11: Grade Reviews/Appeals
 - 6.12: Non-Academic Misconduct
 - 6.13: Confidentiality
 - 6.14: Intellectual Property - Recording & Sharing Class Content
 - 6.15: Permission to Use Your Work
 - 6.16: Changes to Course Policies/Calendar
 - 6.17: Campus COVID Policies
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6.1: ADA/Equal Access for Students with Disabilities

The American Disabilities Act (ADA) is a federal law requiring educational institutions to provide reasonable accommodations for students with disabilities. Links to UWSP's policies regarding ADA, nondiscrimination, and

Online Accessibility (IT & Communication Accessibility) can be found at:

<https://www.uwsp.edu/datc/Pages/uw-legal-policy-info.aspx> ↗ (<https://www.uwsp.edu/datc/Pages/uw-legal-policy-info.aspx>)

UW-Stevens Point will modify academic program requirements as necessary to ensure that they do not discriminate against qualified applicants or students with disabilities. The modifications should not affect the substance of educational programs or compromise academic standards; nor should they intrude upon academic freedom. Examinations or other procedures used for evaluating students' academic achievements may be adapted. The results of such evaluation must demonstrate the student's achievement in the academic activity, rather than describe his/her disability.

If modifications are required due to a disability, please inform the instructor and contact the Disability Resource Center (DRC) to complete an Accommodations Request form. The DRC is located in room 108 in the Collins Classroom Center (CCC). For more information, call 715-346-3365 email drc@uwsp.edu (<mailto:drc@uwsp.edu>) or visit www.uwsp.edu/drc ↗ (<http://www.uwsp.edu/drc>)

6.2: Nondiscrimination Statement

No person shall be discriminated against because of race, ethnicity, color, age, religion, creed, gender, gender identity, sexuality, disability, nationality, culture, genetic information, socioeconomic status, marital status, veteran's status, or political belief or affiliation and equal opportunity and access to facilities shall be available to all. To address concerns regarding any of these issues please call 715 346 2606 or visit: [Affirmative Action Program - Human Resources | UWSP](https://www3.uwsp.edu/hr/Pages/Affirmative%20Action/affirmative-action-program.aspx) ↗ (<https://www3.uwsp.edu/hr/Pages/Affirmative%20Action/affirmative-action-program.aspx>)

6.3: SBE Inclusivity Statement

It is my intent that students from diverse backgrounds and perspectives be well-served by this course, that students' learning needs be addressed both in and out of class, and that the diversity that the students bring in and out of class be viewed as a resource, strength, and benefit. Every person has a unique perspective and we learn from hearing many of them, but not all perspectives are represented in course readings. So, learning depends upon all of you contributing to the class with your own opinions and perspectives. It is my intent to present materials and activities that are respectful of diversity: gender identity, sexuality, disability, age, socioeconomic status, ethnicity, race, nationality, religion, and culture. Your suggestions are encouraged and appreciated. Please let me know ways to improve the effectiveness of the course for you personally, or for other students or student groups.

If you have experienced a bias incident (an act of conduct, speech, or expression to which a bias motive is evident as a contributing factor regardless of whether the act is criminal) at UWSP, you have the right to report it using this link. You may also contact the Dean of Students office directly at dos@uwsp.edu (<mailto:dos@uwsp.edu>)

6.4: Religious Beliefs Accommodation

It is UW System policy (UWS 22) to reasonably accommodate your sincerely held religious beliefs with respect to all examinations and other academic requirements. A direct link to this policy can be found at

https://docs.legis.wisconsin.gov/code/admin_code/uws/22 ↗
(https://docs.legis.wisconsin.gov/code/admin_code/uws/22)

6.5: Help Resources

This section offers help resources relating to academic tutoring, healthcare, counseling, and other matter of student wellbeing. For help resources related to technology use, please see section 1.4 above.

Academic. The Tutoring and Learning Center helps with Study Skills, Writing, Technology, Math, & Science. The Tutoring and Learning Center is located at 018 Albertson Hall. For more information, call 715 346 3568 or visit:

<https://www.uwsp.edu/tlc/Pages/default.aspx> ↗ (<https://www.uwsp.edu/tlc/Pages/default.aspx>)

Health. If you need healthcare, UWSP Student Health Service provides student-centered healthcare that empowers and promotes wellness for all UWSP students. Student Health Service is located on the 1st floor of Delzell Hall. For more information, call 715 346 4646 or visit:

<http://www.uwsp.edu/stuhealth/Pages/default.aspx> ↗ (<http://www.uwsp.edu/stuhealth/Pages/default.aspx>)

The UWSP Counseling Center is staffed with licensed mental health professionals dedicated to assisting students as they navigate difficult circumstances or resolve personal concerns. Therapy and consultation services are free of charge for registered students. The UWSP Counseling Center is located on the 3rd Floor of Delzell Hall. For more information, call 715-346-3553 or visit:

<http://www.uwsp.edu/counseling/Pages/default.aspx> ↗ (<http://www.uwsp.edu/counseling/Pages/default.aspx>)

Additional Resources. In addition to the support services provided by Student Health Service and the UWSP Counseling, there are also professional support services available to students through the Dean of Students.

The Office of the Dean of Students supports the campus community by reaching out and providing resources in areas where a student may be struggling or experiencing barriers to their success. Faculty and staff are asked to be proactive, supportive, and involved in facilitating the success of our students through early detection, reporting, and intervention. As such, an instructor may contact the Office of the Dean of Students if he or she senses that a student is in need of additional support beyond what the instructor is able to provide. For more additional information, please go to <http://www.uwsp.edu/dos/Pages/default.aspx> ↗
(<http://www.uwsp.edu/dos/Pages/default.aspx>)

UWSP students may also share a concern directly if they or another member of our campus community needs support, is distressed, or exhibits concerning behavior that is interfering with the academic or personal success and/or the safety of others. Please report any concerns of this nature at:

<https://www.uwsp.edu/dos/Pages/Anonymous-Report.aspx> ↗ (<https://www.uwsp.edu/dos/Pages/Anonymous-Report.aspx>)


6.6: Emergency Response Guide

In the event of an emergency, follow UWSP's emergency response procedures. For details on all emergency response procedures, please go to:


<https://www3.uwsp.edu/emergency/Documents/UWSP%20Emergency%20Guidebook.pdf> 
(<https://www3.uwsp.edu/emergency/Documents/UWSP%20Emergency%20Guidebook.pdf>)

6.7: UWSP Community Bill of Rights and Responsibilities

UWSP values a safe, honest, respectful, and inviting learning environment. In order to ensure that each student has the opportunity to succeed, a set of expectations has been developed for all students, staff, and faculty. This set of expectations is known as the Rights and Responsibilities document, and it is intended to help establish a positive living and learning environment at UWSP. For more information, go to:


<https://catalog.uwsp.edu/content.php?catoid=10&navoid=422#section-1-communal-bill-of-rights-and-responsibilities>  (<https://catalog.uwsp.edu/content.php?catoid=10&navoid=422#section-1-communal-bill-of-rights-and-responsibilities>)

6.8: University Attendance Policy

In addition to the course attendance policies determined by the instructor (noted above if applicable), the university provide standard guidelines by which students are to abide. All exceptions to the course attendance policy or the university guidelines should be documented in writing. A link to the university's attendance guidelines can be found at: <https://www.uwsp.edu/regrec/Pages/Attendance-Policy.aspx> 

(<https://www.uwsp.edu/regrec/Pages/Attendance-Policy.aspx>)


6.9: University Drop Policy

You are expected to complete the courses for which you register. If you decide you do not want to take a course, you must follow the procedures established by the university to officially drop the course. If you never attend or stop attending a course and fail to officially drop, you will receive an F in the course at end of the semester. A link to the university's drop policy can be found at: https://catalog.uwsp.edu/content.php?catoid=11&navoid=431&hl=add%2Fdrop&returnto=search#Drop/Add/Withdrawal_Procedures 

(https://catalog.uwsp.edu/content.php?catoid=11&navoid=431&hl=add%2Fdrop&returnto=search#Drop/Add/Withdrawal_Procedures)

6.10: Academic Honesty

UW System policy (UWS 14) states that students are responsible for the honest completion and representation of their work, for the appropriate citation of sources, and for respect of others' academic endeavors. Students suspected of academic misconduct will be asked to meet with the instructor to discuss the concerns. If academic misconduct is evident, procedures for determining disciplinary sanctions will be followed as outlined in UWS 14.

A direct link to this policy can be found here: https://docs.legis.wisconsin.gov/code/admin_code/uws/14 
(https://docs.legis.wisconsin.gov/code/admin_code/uws/14)

6.11: Grade Reviews/Appeals

A formal grade appeal, also known as a Grade Review, can be requested in instances when the student feels that he or she was not provided a syllabus with a grading scale in a timely manner (i.e., the end of the second week of classes) and/or the instructor did not stick with the grading scale published in the syllabus. Questions of whether or not the instructor appropriately graded one or more of the course assignments, quizzes, exams, etc. are not matters to be decided by a formal grade appeal, but rather should be taken up with the instructor directly. Information on grade reviews can be found in the University Handbook, Chapter 7, Section 5. A link to the university's policies on non-academic misconduct can be found at:

<https://www.uwsp.edu/acadaff/Pages/gradeReview.aspx> 
(<https://www.uwsp.edu/acadaff/Pages/gradeReview.aspx>)

6.12: Non-Academic Misconduct

Information on non-academic misconduct can be found in Chapters 17 and 18 of the Student Rights and Responsibilities Document. A link to the university's policies on non-academic misconduct can be found at:

<https://www.uwsp.edu/dos/Pages/stu-conduct.aspx>  (<https://www.uwsp.edu/dos/Pages/stu-conduct.aspx>)


6.13: Confidentiality

Under FERPA, students cannot remain anonymous in a class. Students are permitted to know who else is in their class.

Learning requires risk-taking and sharing ideas. Please keep your classmates' ideas and experiences confidential outside the classroom unless permission has been granted to share them.

This course may require students to post their work online using applications or services that have not been approved by UW-system. In this situation, the students work will only be viewable only by his or her classmates. None of the work submitted online will be shared publicly. Some assignments require account creation for online programs. The instructor of this course will not share your academic records (grades, student IDs).

Confidentiality of student work is imperative, so you should not share the work of your peers publicly without their permission. By participating in these assignments, you are giving consent to sharing of your work with others in this class and you recognize there is a small risk of your work being shared online beyond the purposes of this course. Examples of additional risks include data mining by the company providing the service, selling of your email to third parties, and release of ownership of data shared through the tool. Please contact your instructor prior to the due date if you wish not to participate in these online assignments due to confidentiality concerns.

UW-System approved tools meet security, privacy, and data protection standards. For a list of approved tools, go to: <https://www.wisconsin.edu/dle/external-application-integration-requests/>. Tools not listed on the website linked above may not meet security, privacy, and data protection standards. If you have questions about tools, contact the UWSP IT Service Desk at 715-346-4357. Links to the Terms of Use and Privacy Polices for tool used at UWSP be found at: <https://www.uwsp.edu/online/Pages/Privacy-and-Accessibility-Links.aspx> 
(<https://www.uwsp.edu/online/Pages/Privacy-and-Accessibility-Links.aspx>)

Here are steps you can take to protect your data and privacy:

- Use different usernames and passwords for each service you use
- Do not use your UWSP username and password for any other services
- Use secure versions of websites whenever possible (HTTPS instead of HTTP)
- Have updated antivirus software installed on your devices

Additional resources regarding information security at UWSP can be found at:

<https://www.uwsp.edu/infosecurity/Pages/default.aspx> 
(<https://www.uwsp.edu/infosecurity/Pages/default.aspx>).

It is important for students to understand that faculty are required to report any incidents of maltreatment, discrimination, self-harm, or sexual violence they become aware of, even if those incidents occurred in the past, off campus, or are disclosed as part of a class assignment. This does not mean an investigation will occur if the student does not want that, but it does allow the university to provide resources to help the student continue to be successful.

6.14: Intellectual Property - Recording & Sharing Class Content

Lecture materials and recordings for this class are protected intellectual property at UW-Stevens Point. Students in this course may use the materials and recordings for their personal use related to participation in this class. Students may also take notes solely for their personal use. If a lecture is not already recorded, you are not authorized to record my lectures without my permission unless you are considered by the university to be a qualified student with a disability requiring accommodation. [Regent Policy Document 4-1] Students may not copy or share lecture materials and recordings outside of class, including posting on internet sites or selling to commercial entities. Students are also prohibited from providing or selling their personal notes to anyone else or being paid for taking notes by any person or commercial firm without the instructor's express written permission. Unauthorized use of these copyrighted lecture materials and recordings constitutes copyright infringement and may be addressed under the university's policies, UWS Chapters 14 and 17, governing student academic and non-academic misconduct.

6.15: Permission to Use Your Work

I may wish to use a sample of your work in future teaching or research activities. No examples will reveal your identity. If you prefer not to have samples of your work shared, send me an e-mail opting out of this request. Otherwise, your participation in the class will be taken as consent to have portions of your work used anonymously for teaching or research purposes.



6.16: Changes to Course Policies/Calendar

This syllabus, the provided schedule, and all aforementioned coursework, are subject to change. It is the student's responsibility to check the course website for corrections or updates to the syllabus. Any changes will be clearly noted in a course announcement or through email.

6.17: Campus COVID Policies

Many COVID-19 restrictions have been lifted, both across the state and on UW-Stevens Point campuses. Yet COVID cases continue, so it's important to continue taking precautions. Here are the procedures UW-Stevens Point has in place for fall.

- Face Coverings are not required but are encouraged.
- Consider wearing a mask in crowded indoor spaces and when in close proximity outdoors.
- Please be respectful of individual choices to wear or not wear a face covering, and to those who have a higher risk of complications.
- Masks are required in Student Health Service, UWSP Counseling Center and the Speech, Language and Hearing Clinic. Here's more on well-fitted [face coverings](https://www3.uwsp.edu/coronavirus/Pages/Face-Coverings.aspx).

For more information, visit our [COVID website](https://www3.uwsp.edu/coronavirus/Pages/default.aspx).

Students with questions may call Student Health Service at 715-346-4646.