



**BRESCIA UNIVERSITY COLLEGE  
at the UNIVERSITY OF WESTERN ONTARIO  
SCHOOL OF FOOD AND NUTRITIONAL SCIENCES**

**HUMAN ECOLOGY 3349B (530), PRINCIPLES OF MANAGEMENT Winter, 2019**

**INSTRUCTOR: Dr. Peggy O'Neil, PHEc.**

**EMAIL: poneil2@uwo.ca**

**OFFICE HOURS: TUESDAYS 4:00PM to 6:00PM**

**ROOM UH 204**

**CLASS SCHEDULE: MONDAYS 4:30PM - 7:30PM**

**ROOM: UH-250**

**PREREQUISITE(S):** Business Administration 1220E. Registration in the Foods and Nutrition modules (Honors Specialization, Specialization, Major).

**COURSE DESCRIPTION:** An introductory study of management principles, including:

- Evolution of theories and influence of the behavioral sciences on current management practices;
- Functions of management, assessment and development of managerial skills;
- Case studies to help develop analytical and decision-making skills, and;

**COMPETENCIES:** Upon successful completion of this course, students will be able to demonstrate the Brescia Competencies of Communication, Critical Thinking, Inquiry and Analysis, Problem Solving, Self Awareness and Development, Social Awareness and Engagement, and Valuing by:

1. Identifying the management process of planning, organizing, leading and controlling the efforts of organizing members and of using all other organizational resources to achieve organizational goals (Inquiry/Analysis, Problem Solving).
2. Understanding management as a distinct activity; studying current business conditions (Inquiry/Analysis, Problem Solving, Critical Thinking);
3. Realizing the importance of management functions in professional and organizational success, and the qualities and characteristics of effective management (Self Awareness/Development, Social Awareness/Engagement, Valuing).
4. Identifying personal strengths through self-assessment and reflection exercises including communication and persuasion skills, ethical decision-making, and others (Self Awareness/Engagement, Communication, Valuing).
5. Enhancing oral and written communication skills through class discussion, role play of management scenarios and a group facilitation exercise (Self Awareness/Development, Communication).
6. Ethical reflection through an autobiographical text to contextualize management character, skill and principles in real life (Valuing, Self Awareness/Development, Critical Thinking).

**REQUIRED RESOURCES:**

Essentials of Contemporary Management, 5th Canadian Edition 2016. McGraw-Hill Ryerson. Jones, George, Haddad ISBN-13 978-1-25-908878-0

Dickinson, A. (2011). Persuasion: A new approach to changing minds (1st ed.). Toronto, ON: Collins.

**ADDITIONAL RESOURCES: (available on library course reserve):**

Bonney, G., & Israel, S. (2016). In the company of women: Inspiration and advice from over 100 makers, artists, and entrepreneurs. New York, NY: Artisan.

Gay, K. (1997). In the company of women: Canadian women talk about what it takes to start and manage a successful business (1st ed.). Toronto: HarperCollins.

**FORMAT:** This course will be taught utilizing experiential learning. Small group and individual in-class activities, class discussions, and role play will be used; as such, students must read assigned readings PRIOR to each class in order to be prepared and contribute to their own and to peer learning outcomes.

<b>EVALUATIONS:</b>	<b>DUE</b>	<b>% of final mark</b>
<b>Participation Activities</b>	Per Schedule	20
<b>Mid-Term Examination</b>	February 11th	25
<b>Job Description/Posting/ Interview Assignment</b>	March 11th	15
<b>Final Paper: Case Analysis</b>	April 8th	40
<b>TOTAL</b>		100

**Course policies** are as follows:

1. Attendance and participation are mandatory.
2. Assignments are due at time and date noted. Late assignments will be reduced by 20% of the value of the assignment. Assignments more than seven days late will NOT be accepted. Late submission of topics or change of topic after the due date will result in a reduction of 10% of the value of the speech.
3. Assignments assigned in groups must be completed as a group. Individual submissions will be automatically reduced by 20%.
4. Requests for academic accommodation must be submitted through the academic advisors.
5. **Re-grading:** If you receive a grade on an assignment and you wish to have it reevaluated, please re-read the assignment instructions and review the grading scheme and comments carefully. If you are still convinced that you have not received the grade that you deserve, prepare a half-page written explanation and submit it with the original assignment and marking scheme. The assignment will be reevaluated based on the strength of your explanation as well as the assignment instructions and grading scheme. There is no guarantee that your grade will go up after re-evaluation, in fact it could even go down. Remember to communicate respectfully and clearly why you believe a grade should be reconsidered. Requests for regrades must be submitted within one week of return of an assignment **in class**. If you are absent from the class where an assignment is returned, please see the professor during office hours or by appointment to retrieve your assignment. The deadline for submission of a request for regrade is based solely upon the date the assignment is returned in class by the professor

**PLANNED SCHEDULE (SUBJECT TO CHANGE):**

<b>Week</b>	<b>Dates/ Location</b>	<b>TOPIC</b>	<b>Weekly Readings: (Both Texts)</b>
1	Jan. 7th	<ul style="list-style-type: none"> <li>• Course Introduction, Assignments, Format</li> </ul>	
2	Jan. 14th	<ul style="list-style-type: none"> <li>• Managers &amp; Managing/ What Not To Do</li> <li>• The Organizational Environment/Authenticity</li> <li>• <b>Due: Participation Case #1</b></li> </ul>	Chapters 1 & 2
3	Jan. 21st	<ul style="list-style-type: none"> <li>• Decision Making/ Honesty</li> <li>• Planning &amp; Strategy/ Reciprocity</li> <li>• <b>Due: Participation Case #2</b></li> </ul>	Chapters 3 & 4
4	Jan. 28th	<ul style="list-style-type: none"> <li>• Organizational Structure/ Talking Ourselves...</li> <li>• Communication &amp; Information Technology/ 'I'm Not Good Enough</li> <li>• <b>Due: Participation Case #3</b></li> </ul>	Chapters 5 & 6
5	Feb. 4th	<ul style="list-style-type: none"> <li>• REVIEW CASE: Chapters 1-6</li> </ul>	
6	Feb. 11th	<ul style="list-style-type: none"> <li>• <b>Midterm Exam (Chapters 1-6)</b></li> <li>• <b>AUDITORIUM</b></li> <li>• <b>5:30pm to 7:30pm</b></li> </ul>	
	Feb. 18th	<ul style="list-style-type: none"> <li>• <b>READING WEEK</b></li> </ul>	
7	Feb. 25th	<ul style="list-style-type: none"> <li>• Human Resources/ Prepare</li> <li>• Motivation/ Shh!</li> <li>• <b>Due: Case Analysis #1</b></li> </ul>	Chapters 7 & 8
8	Mar. 4th	<ul style="list-style-type: none"> <li>• Leadership/ Understand</li> <li>• Teams / Pitch</li> <li>• <b>Due: Case Analysis # 2</b></li> </ul>	Chapters 9 & 10
9	Mar. 11th	<ul style="list-style-type: none"> <li>• <b>Due: Job Description/Posting/Interview Assignment</b></li> <li>• Control &amp; Operations/ The Specifics...</li> <li>• Change/ The Trouble With Loosing/Winning</li> <li>• <b>Due: Case Analysis #3</b></li> </ul>	Chapters 11, 12 & 13
10	Mar. 18th.	<ul style="list-style-type: none"> <li>• GROUP MEETINGS WITH INSTRUCTOR</li> </ul>	
11	Mar. 25th	<ul style="list-style-type: none"> <li>• INDEPENDENT RESEARCH &amp; WRITING</li> </ul>	
12	Apr. 1st	<ul style="list-style-type: none"> <li>• INDEPENDENT RESEARCH &amp; WRITING</li> </ul>	
13	Apr. 8th	<ul style="list-style-type: none"> <li>• Entrepreneurship</li> <li>• <b>Due: Final Paper: Case Analysis</b></li> </ul>	

# 2018-19 BRESCIA UNIVERSITY COLLEGE ACADEMIC POLICIES AND REGULATIONS

## 1. POLICY REGARDING MAKEUP EXAMS AND EXTENSIONS OF DEADLINES

When a student requests academic accommodation (e.g., extension of a deadline, a makeup exam) for work representing 10% or more of the student's overall grade in the course, it is the responsibility of the student to provide acceptable documentation to support a medical or compassionate claim. All such requests for academic accommodation **must** be made through an Academic Advisor and include supporting documentation.

Academic accommodation for illness will be granted only if the documentation indicates that the onset, duration and severity of the illness are such that the student could not reasonably be expected to complete her academic responsibilities. Minor ailments typically treated by over-the-counter medications will not normally be accommodated.

Students must submit their documentation along with a request for relief specifying the nature of the accommodation being requested no later than two business days after the date specified for resuming responsibilities. In cases where there might be an extended absence or serious issue, students should submit their documentation promptly and consult their Academic Advisor for advice during their recovery period. Whenever possible, students who require academic accommodation should provide notification and documentation in advance of due dates, examinations, etc. Appropriate academic accommodation will be determined by the Dean's Office/Academic Advisor in consultation with the student's instructor(s). Academic accommodation may include extension of deadlines, waiver of attendance requirements for classes/labs/tutorials, arranging Special Exams or Incompletes, re-weighting course requirements, or granting late withdrawals without academic penalty

Please note that personal commitments (e.g., vacation flight bookings, work schedule) which conflict with a scheduled test, exam or course requirement are **not** grounds for academic accommodation.

A UWO Student Medical Certificate (SMC) is **required** if a student is seeking academic accommodation on medical grounds. This documentation should be obtained at the time of the initial consultation with the physician/nurse practitioner or walk-in clinic. A SMC can be downloaded from: [http://www.uwo.ca/univsec/pdf/academic\\_policies/appeals/medicalform.pdf](http://www.uwo.ca/univsec/pdf/academic_policies/appeals/medicalform.pdf) . The student must request documentation sufficient to demonstrate that her ability to meet academic responsibilities was seriously affected. Please note that under University Senate regulations documentation stating simply that the student "was seen for a medical reason" or "was ill" is **not** adequate to support a request for academic accommodation.

The full policy on requesting accommodation due to illness can be viewed at: [http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page\\_12](http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_12)

## 2. ACADEMIC CONCERNS

If you feel that you have a medical or personal challenge that is interfering with your work, contact your instructor and Academic Advisor as soon as possible. Problems may then be documented and possible arrangements to assist you can be discussed at the time of occurrence rather than on a retroactive basis. Retroactive requests for academic accommodation on medical or compassionate grounds are not normally considered.

If you think that you are too far behind to catch up or that your work load is not manageable, you should consult your Academic Advisor. If you consider reducing your workload by dropping one or more courses, this must be done by the appropriate deadlines (refer to the Registrar's website, <http://brescia.uwo.ca/academics/registrar-services/> or the list of official sessional dates in the Academic Calendar, see the Sessional Dates tab at <http://www.westerncalendar.uwo.ca/index.cfm?SelectedCalendar=Live&ArchiveID=> ). You should consult with the course instructor and the Academic Advisor who can help you consider alternatives to dropping one or more courses. *Note that dropping a course may affect OSAP eligibility and/or Entrance Scholarship eligibility.*

## 3. ABSENCES

**Short Absences:** If you miss a class due to a minor illness or other problems, check your course outline for information regarding attendance requirements and make sure you are not missing a test or assignment.

Cover any readings and arrange to borrow notes from a classmate. Contact the course instructor if you have any questions.

**Extended Absences:** If you have an extended absence, you should contact the course instructor and an Academic Advisor. Your course instructor and Academic Advisor can discuss ways for you to catch up on missed work and arrange academic accommodations, if appropriate and warranted.

It is important to note that the Academic Dean may refuse permission to write the final examination in a course if the student has failed to maintain satisfactory academic standing throughout the year or for too frequent absence from the class or laboratory

([http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=5&SelectedCalendar=Live&ArchiveID=#SubHeading\\_68](http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=5&SelectedCalendar=Live&ArchiveID=#SubHeading_68)).

#### **4. SCHOLASTIC OFFENCES**

Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence, at:

[http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page\\_20](http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_20).

Students are responsible for understanding the nature of and avoiding the occurrence of plagiarism and other academic offences. Note that such offences include plagiarism, cheating on an examination, submitting false or fraudulent assignments or credentials, impersonating a candidate, or submitting for credit in any course without the knowledge and approval of the instructor to whom it is submitted, any academic work for which credit has previously been obtained or is being sought in another course in the University or elsewhere. Students are advised to consult the section on Scholastic Discipline for Undergraduate Students in the Academic Calendar.

If you are in doubt about whether what you are doing is inappropriate or not, consult your instructor, the Academic Dean's Office, or the Registrar. A claim that "you didn't know it was wrong" is not accepted as an excuse.

The penalties for a student guilty of a scholastic offence (including plagiarism) include refusal of a passing grade in the assignment, refusal of a passing grade in the course, suspension from the University, and expulsion from the University.

##### **Plagiarism:**

Students must write their essays and assignments in their own words. Whenever students take an idea or a passage from another author, they must acknowledge their debt both by using quotation marks where appropriate and by proper referencing such as footnotes or citations. Plagiarism is a major academic offence.

All required papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for the detection of plagiarism. All papers submitted for such checking will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between The University of Western Ontario and Turnitin.com (<http://www.turnitin.com>).

##### **Computer-marked Tests/exams:**

Computer-marked multiple-choice tests and/or exams may be subject to submission for similarity review by software that will check for unusual coincidences in answer patterns that may indicate cheating. Software currently in use to score computer-marked multiple-choice tests and exams performs a similarity review as part of standard exam analysis.

#### **5. PROCEDURES FOR APPEALING ACADEMIC EVALUATIONS**

All appeals of a grade must be directed first to the course instructor. If the student is not satisfied with the decision of the course instructor, a written appeal is to be sent to the School Chair. If the response of the Chair is considered unsatisfactory to the student, she may then submit a written appeal to the Office of the Dean. If the student is not satisfied with the decision of the Dean, she may appeal to the Senate Review Board Academic (SRBA), if there are sufficient grounds for the appeal. For information on academic appeals you can consult your Academic Advisor or see the Student Academic Appeals – Undergraduate in the

Academic Calendar

[http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page\\_14](http://www.westerncalendar.uwo.ca/PolicyPages.cfm?Command=showCategory&PolicyCategoryID=1&SelectedCalendar=Live&ArchiveID=#Page_14).

Note that final course marks are not official until the Academic Dean has reviewed and signed the final grade report for the course. If course marks deviate from acceptable and appropriate standards, the Academic Dean may require grades to be adjusted to align them with accepted grading practices.

## **6. PREREQUISITES**

Unless you have either the prerequisites for a course or written special permission from the Dean to enroll in it, you will be removed from the course and it will be deleted from your record. This decision may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisite(s).

## **7. SUPPORT**

### **Support Services**

The Brescia University College Registrar's website, with a link to Academic Advisors, is at <http://brescia.uwo.ca/academics/registrar-services/> . The website for the Student Development Centre at Western is <http://www.sdc.uwo.ca/> .

### **Mental Health and Wellness**

Students may experience a range of issues that can cause barriers to your learning, such as increased anxiety, feeling overwhelmed, feeling down or lost, difficulty concentrating and/or lack of motivation. Services are available to assist you with addressing these and other concerns you may be experiencing. You can learn more about mental health and wellness at Brescia at <http://brescia.uwo.ca/life/mental-health-wellness/>. Students who are in emotional/mental distress should refer to Health and Wellness at Western, [http://uwo.ca/health/mental\\_wellbeing/index.html](http://uwo.ca/health/mental_wellbeing/index.html), for information about how to obtain help for yourself or others.

### **Sexual Violence**

All members of the Brescia University College community have a right to work and study in an environment that is free from any form of sexual violence. Brescia University College recognizes that the prevention of, and response to, Sexual Violence is of particular importance in the university environment. Sexual Violence is strictly prohibited and unacceptable and will not be tolerated. Brescia is committed to preventing Sexual Violence and creating a safe space for anyone in the Brescia community who has experienced Sexual Violence.

If you or someone you know has experienced any form of Sexual Violence, you may access resources at <http://brescia.uwo.ca/life/sexual-violence/>.

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Portions of this document were taken from the Academic Calendar, the Handbook of Academic and Scholarship Policy and the Academic Handbook of Senate Regulations. This document is a summary of relevant regulations and does not supersede the academic policies and regulations of the Senate of the University of Western Ontario.