CJCB 406, Implicit Bias
COURSE SYLLABUS
March 2020

INSTRUCTOR INFORMATION

Instructor: Mike Hughes, M.S.
Virtual Office Hours: Email as needed
Office Phone: 817 851 2924
Office Fax:
Preferred Email Address: michael.hughes@tamuc.edu
Preferred Form of Communication: Email/Text
Communication Response Time: 24 7 days a week

COURSE INFORMATION

Materials – Textbooks, Readings, Supplementary Readings

A textbook is not assigned for this class. All reading assignments are provided with links to internet sources and/or document files.

Course Description

This course examines implicit bias with emphasis on differentiating and understanding implicit and explicit bias, race relations and the impact on policing, and the concept of impartial policing.

Student Learning Outcomes (Should be measurable; observable; use action verbs)

Demonstrate understanding of race relations and their impact on policing practices, to include:

1. The SWBAT define related terms and concepts in the area of race relations.

The syllabus/schedule are subject to change.

1. The SWBAT summarize race and policing in the U.S. in historical context. Discuss the ongoing influence of race relations, strategies to reconcile past injustice, and the importance of fair and impartial policing.
2. The SWBAT identify/analyze policing practices that have historically alienated and angered disadvantaged communities of color.

Demonstrate understanding of impartial policing, to include:

3. The SWBAT discuss how policing practices can address historically unjust laws and policies.
4. The SWBAT explain the difference between implicit and explicit bias.
5. The SWBAT discuss how fear and bias influence officer behavior and police-community interactions.

Demonstrate understanding of implicit and explicit bias, to include:

6. The SWBAT identify their own implicit bias and strategies that can reduce the negative influence of bias.
7. THE SWBAT describe institutional racism and other forms of bias in the U.S. in a historical context, and their effect on culture, justice, crime, and law.
8. The SWBAT discuss law enforcement practices that reduce bias and positively influence community relations.
9. The SWBAT reflect on your individual practices and discuss how to apply impartial policing practices in your community.

Additional Learning Outcomes throughout course:

1. Critical Thinking-- to include creative thinking, innovation, inquiry, and analysis, evaluation and synthesis of information. Students will be able to analyze, evaluate, or solve problems when given a set of circumstances, data, texts, or art.
2. Social Responsibility -- to include intercultural competence, knowledge of civic responsibility, and the ability to engage effectively in regional, national, and global communities. Students will demonstrate an understanding of societal and/or civic issues.
3. Communications-- to include effective development, interpretation and expression of ideas through written, oral and visual communication. In written, oral, and/or visual communication, A&M-Commerce students will communicate in a manner appropriate to audience and occasion, with an evident message and organizational structure.
4. Empirical and Quantitative Skills - Students will be able to interpret, test, and demonstrate principles revealed in empirical data and/or observable facts.

COURSE REQUIREMENTS

Minimal Technical Skills Needed

Students will need a reliable computer and internet access for this course. Specific capabilities of the computer are discussed later in the syllabus. Students are required to demonstrate proficiency in myLeo navigation in order to participate in this course. Fluency in programs like Microsoft Word, PowerPoint and Excel may further contribute to student success in this course.

Instructional Methods

This course is 100% online. As such, communication and assignment submission is all done electronically. Power points, resources, assignments and tests are all located within the online course.

Student Responsibilities or Tips for Success in the Course

Students are encouraged to thoroughly read all assignments and view relevant videos as directed. Critical thinking exercises will help students with practical application of the concepts presented, and students are encouraged to read through them after completing each module.

Students are encouraged to e-mail the professor as they encounter concepts that after reading and utilizing course resources (supplemental documents, Youtube videos, etc.), still do not understand.

GRADING

Assignments for this course will be scored using a points system. Below is an explanation of how each assignment type will be scored.

Assignment Type	Point Value
Final Project	100
Post Test	100
Total points	200

Final Grade Calculation
The final grade will be assigned by taking the average posttest and the grade of the project.

Final grades in this course will be based on the following scale:

The *syllabus/schedule are subject to change.*

A = 90%-100%
B = 80%-89%
F = 79% or Below

*Students are required to achieve and 80% or higher on a posttest in each competency and on the project in order to pass the course.

Grading for the final project follows this scale:

Level 4	Level 3	Level 2	Level 1	Level 0
90 points	80 points	70 points	60 points	0 points
Assignment is well developed and addresses all aspects. Meets page length requirements	Assignment is adequate and briefly addresses relevant aspects.	Assignment does not address all aspects.	Assignment is late.	Assignment is not done.
10 points	10 points	10 points	10 points	0 points
Provides accurate citations where applicable.	Provides accurate citations where applicable.	Provides accurate citations where applicable.	Provides accurate citations where applicable.	

Assessments

Pretest and Posttest for Each Module
The purpose of the pretests is to provide a baseline understanding of your knowledge in each module.
The Posttest is an assessment of your knowledge of the material required for the module. If you score less than 80% you will have an opportunity to review the material and re-take the module Posttest. You will have up to three attempts at passing each competency. If you have not passed the module in three attempts, you will receive a letter grade of an F. In order to demonstrate competency, a score of 80% or higher is required.

Assignments
There are two assignments for this course, which will be graded on a pass/no-pass basis. Passing scores on each assignment are required for course completion.

Project
You will also have a project in this course. The project will be based on expanding your knowledge and applying the information you have learned in a practical exercise. A score of 80% or higher is required.

Final Grade Calculation
The final grade will be assigned by taking the average of the posttest and the grade of the project.
The Posttest is an assessment of your knowledge of the material required for the modules. A score of 80% or higher is required on the Posttest to demonstrate competency. If you score less than 80% on any module you will have an opportunity to review the material and re-take

The syllabus/schedule are subject to change.

the module quiz. You will have up to three attempts at passing each competency. If you have not passed the module in three attempts, you will receive a letter grade of an F. In order to demonstrate competency, a score of 80% or higher is required.

TECHNOLOGY REQUIREMENTS

LMS

All course sections offered by Texas A&M University-Commerce have a corresponding course shell in the myLeo Online Learning Management System (LMS). Below are technical requirements

LMS Requirements:
https://community.brightspace.com/s/article/Brightspace-Platform-Requirements

LMS Browser Support:
https://documentation.brightspace.com/EN/brightspace/requirements/all/browser_support.htm

YouSeeU Virtual Classroom Requirements:
https://support.youseeu.com/hc/en-us/articles/115007031107-Basic-System-Requirements

ACCESS AND NAVIGATION

You will need your campus-wide ID (CWID) and password to log into the course. If you do not know your CWID or have forgotten your password, contact the Center for IT Excellence (CITE) at 903.468.6000 or helpdesk@tamuc.edu.

Note: Personal computer and internet connection problems do not excuse the requirement to complete all course work in a timely and satisfactory manner. Each student needs to have a backup method to deal with these inevitable problems. These methods might include the availability of a backup PC at home or work, the temporary use of a computer at a friend's home, the local library, office service companies, Starbucks, a TAMUC campus open computer lab, etc.

COMMUNICATION AND SUPPORT

If you have any questions or are having difficulties with the course material, please contact your Instructor.

Technical Support

If you are having technical difficulty with any part of Brightspace, please contact Brightspace Technical Support at 1-877-325-7778. Other support options can be found here:

The syllabus/schedule are subject to change.

Interaction with Instructor Statement

If you have any questions or are having difficulties with the course material, please contact your Instructor. Allow up to 24 hours to receive a response.

COURSE AND UNIVERSITY PROCEDURES/POLICIES

Course Specific Procedures/Policies

Participation from students regularly is encouraged. There will be optional discussions, and assignments that are not required. Students are encouraged to participate as regular exposure to course content will result in a better chance at successful completion of the course.

The required assignments in this course are the pre-test, quizzes, discussions, post-test and final project. While pre-tests, quizzes and discussions are required to pass the course, the grades does not count toward your final grade. A grade of 80% or higher is required on a course posttest. You have 3 attempts to achieve a grade of 80% or higher on the post-test. Aside from the tests, there is one required course project that each student is required to participate in.

Syllabus Change Policy

The syllabus is a guide. Circumstances and events, such as student progress, may make it necessary for the instructor to modify the syllabus during the semester. Any changes made to the syllabus will be announced in advance.

University Specific Procedures

Student Conduct

All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment. The Code of Student Conduct is described in detail in the Student Guidebook.
http://www.tamuc.edu/Admissions/oneStopShop/undergraduateAdmissions/studentGuidebook.aspx

Students should also consult the Rules of Netiquette for more information regarding how to interact with students in an online forum:
https://www.britannica.com/topic/netiquette

TAMUC Attendance

For more information about the attendance policy please visit the Attendance webpage and Procedure 13.99.99.R0.01.
http://www.tamuc.edu/admissions/registrar/generalInformation/attendance.aspx

The *syllabus/schedule are subject to change.*

http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/academic/13.99.99.R0.01.pdf

Academic Integrity

Students at Texas A&M University-Commerce are expected to maintain high standards of integrity and honesty in all of their scholastic work. For more details and the definition of academic dishonesty see the following procedures:

Undergraduate Academic Dishonesty 13.99.99.R0.03

http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/undergraduates/13.99.99.R0.03UndergraduateAcademicDishonesty.pdf

Graduate Student Academic Dishonesty 13.99.99.R0.10

http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/13students/graduate/13.99.99.R0.10GraduateStudentAcademicDishonesty.pdf

Students with Disabilities-- ADA Statement

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

Office of Student Disability Resources and Services
Texas A&M University-Commerce
Gee Library- Room 162
Phone (903) 886-5150 or (903) 886-5835
Fax (903) 468-8148
Email: studentdisabilityservices@tamuc.edu

Website: Office of Student Disability Resources and Services

http://www.tamuc.edu/campusLife/campusServices/studentDisabilityResourcesAndServices/

Nondiscrimination Notice

Texas A&M University-Commerce will comply in the classroom, and in online courses, with all federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

The *syllabus/schedule are subject to change.*

Campus Concealed Carry Statement

Texas Senate Bill - 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in Texas A&M University-Commerce buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so. Pursuant to Penal Code (PC) 46.035 and A&M-Commerce Rule 34.06.02.R1, license holders may not carry a concealed handgun in restricted locations.

For a list of locations, please refer to the Carrying Concealed Handguns On Campus document and/or consult your event organizer.

Web url:
http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf

Pursuant to PC 46.035, the open carrying of handguns is prohibited on all A&M-Commerce campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.

COURSE OUTLINE / CALENDAR

Suggested Schedule

Module	Topic	Activities
1	Race Relations	- Course Pretest - View Presentation - Readings - Videos (Optional)
2	Implicit & Explicit Bias	- View Presentation - Readings - Videos (Optional)
3	Impartial Policing	- View Presentation - Readings - Videos (Optional)
5	Post-Test	Course Post-Test
6	Project	Work on project
7	Project	Finish project

The syllabus/schedule are subject to change.