



ORGL 431: Developing Globally Competent Leaders Fall 2022

Instructor: Josh Hamilton, PhD

Office Location: Online

Office Hours: By appointment in person; questions can be posted anytime in Virtual Office, and I will respond within 24 hours.

Office Phone: N/A

University Email Address: josh.hamilton@tamuc.edu

The **best** way to contact me is by email. This is an online course; therefore, expect most communication to be online as well. All emails **must include "ORGL 431"** in the subject line, use proper email etiquette, and include your name and CWID.

COURSE INFORMATION

Required Textbook

No book is required for this course.

Course Description

This competency course dissects the components of global competence and helps students to interpret them in relation to the critical role of leadership. Students are introduced to a wide variety of resources that have been shown to improve levels of global competence. Upon completion of the course, students are expected to better interpret and understand their own strengths and development areas that may benefit from further study and attention.

Student Learning Outcomes

Competency: This course is designed to provide students with an understanding of global dynamics to better interact, communicate, and work effectively in diverse environments. Students are introduced to a wide variety of resources that have been shown to improve levels of global competence. Upon completion of the course, students are expected to better interpret and understand their own strengths and development areas that may benefit from further study and attention.

Course Learning Outcomes

- Understand why globally competent leadership is critical in modern society.
- Understand and incorporate the skills, knowledge, and abilities that a globally competent leader should possess.
- Reflect on their personal level of global competence and strive for continuous improvement.

COURSE REQUIREMENTS

Technical Skills Needed: Student must be able to effectively use myLeo email, myLeo Online D2L and Microsoft Office.

Instructional Methods: This course will be delivered fully online and will utilize articles, the book, D2L, and other sources. Interaction with fellow students through assigned discussions is also required.

Tips for Success in the Course: Regularly log into the course, check your Leo e-mail, and read announcements. Also, complete your work in a timely manner. The pretest should be completed as soon as you have access to the course.

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

- A = 180 – 200 points
- B = 160 – 179 points
- F = 159 or fewer points

Pretest

The Pretest for this Supervision course assesses your knowledge of Effective Supervisor's Competencies & Skills, Contemporary Workplace Considerations, Goal-setting & Organizational Skills, Staffing, Recruiting & Retention Strategy, Control Process Strategy, Decision-making Strategy, Motivational Leadership, Effective Communication and Conflict Resolution Strategies, Group-and Team-building Skills, the Performance Appraisal Process, and the Supervisor's Role in Bargaining Process.

The purpose of the pretest is to provide a baseline understanding of your knowledge in this competency. While the pretest is required for the course, the grade on the pretest does not count in the final grade.

| Content | Description | Time | Value |
|---------|--|-------------|------------|
| Pretest | Measures your competency of learning outcomes through essays, short answer, and multiple choice questions. | 120 minutes | 100 points |

Exercises

There are 7 exercises/discussions that will all be included in one grade. You can find them under "Exercises". All 7 will need to be completed and graded before the posttest is completed. The exercise/discussion grade must be at least an 80, and it and the posttest grade will be averaged for the final grade. You will put them into one word document and e-mail them to your instructor.

| Content | Description | Value | Due Date |
|------------|---|------------|---|
| Discussion | Measures your competency of learning outcomes through essay and short answers | 100 points | No later than Saturday, February 22 but preferably Saturday, February 15. |

Posttest

The Posttest for this Supervision course assesses your knowledge of Effective Supervisor's Competencies & Skills, Contemporary Workplace Considerations, Goal-setting & Organizational Skills, Staffing, Recruiting & Retention Strategy, Control Process Strategy, Decision-making Strategy, Motivational Leadership, Effective Communication and Conflict Resolution Strategies, Group-and Team-building Skills, the Performance

Appraisal Process, and the Supervisor's Role in Bargaining Process. The Posttest is an assessment of your knowledge of the material required for the competency. A score of 80 points or higher is required to demonstrate competency. If you score less than 80 points on the Posttest you will have an opportunity to review the material and re-take the second Posttest. You may take the Posttest assessment up to three times. If you have not passed the competency in three attempts, you will need to repeat the course. In order to demonstrate competency, a score of 80 points or higher is required.

| Content | Description | Time | Value | Due Date |
|----------|---|-------------|------------|--------------------------------|
| Posttest | Measures your competency of learning outcomes through essay, short answer, and multiple choice questions. | 180 minutes | 100 points | February 28, 2020 at 5:00 p.m. |

Pretest – Grade not counted.

Posttest – Worth 100 points and must earn a minimum of 80 points to pass.

Learning Outcome Exercises – Worth 100 points and will be averaged with the posttest grade to determine final grade. Overall average must be an 80 or above to pass.

TECHNOLOGY REQUIREMENTS

Learning Management System (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

Student 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:

<https://community.brightspace.com/support/s/contactsupport>.

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| COURSE AND UNIVERSITY PROCEDURES/POLICIES |
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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>

<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.

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.