

Managing Organizations in Sport

SPM4154 (Residential/FLG 210)

Class # 16785 (section SM14)

3 Credits | Fall 2023

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Course Information

INSTRUCTOR Dr. Willming

Office: FLG 310

Office Phone: 352-294-1662

Preferred Method of Contact: willming@hhp.ufl.edu

Expect a response within 24 hours M - F, 48 hours after 4pm Fri, and 48 hours on Sat or Sun.

OFFICE HOURS Tues (2:45 pm - 4:45 pm), Thurs (3:50 pm - 4:30 pm), & by appointment

MEETING Access course through Canvas on UF e-Learning (https://elearning.ufl.edu/) &

TIME/LOCATION the Canvas mobile app by Instructure.

LATE ASSIGNMENTS ARE NOT ACCEPTED.

COURSE DESCRIPTION

Managerial principles and techniques are discussed applicable to a multitude of sport organizations. It
addresses the four functions of management, strategy, organizational structure, resource management,
and leadership theories.

PREREQUISITE KNOWLEDGE AND SKILLS

• MAN 3025 and SPM 2000.

REQUIRED AND RECOMMENDED MATERIALS

- **Required Textbook**: Lussier, R. and Kimball, D. (2020). 3rd Edition. Applied Sport Management Skills. Champaign, Illinois: Human Kinetics. **ISBN:978-1-4925-7015-8**
- This course will be participating in the **UF All Access** program this semester. Students will have two options to gain access to the required textbook when classes begin. Students will have a choice to "Opt-In" to access the textbook through a link provided in CANVAS for a reduced price and pay for the textbook through their student account. Students who do not choose this option will be able to purchase a standalone code through the UF Bookstore. Both options provide access to the same online materials.

MATERIALS AND SUPPLY FEES

There are no supply or material fees for this course.

COURSE FORMAT

• Instructional Methods: This course consists of synchronous lectures, readings, and in-class discussions

- to provide students with a variety of learning methods. You are responsible for observing all posted due dates and are encouraged to be self-directed and take responsibility for your learning.
- Minimum Technology Requirements: The University of Florida expects students to acquire computer hardware and software appropriate to his or her degree program. Most computers can meet the following general requirements. A student's computer configuration should include Broadband connection to the Internet and related equipment (Cable/DSL modem) and Microsoft Office Suite installed (provided by the university).
- **Minimum Technical Skills:** To complete your tasks in this course, you will need a basic understanding of how to operate a computer, and how to use word processing software.
- **Zoom:** Zoom is an easy-to-use video conferencing service available to all UF students, faculty, and staff that allows for meetings of up to 100 participants. You can find resources and help using Zoom at https://ufl.zoom.us.

COURSE LEARNING OBJECTIVES:

By the end of this course, students should be able to:

- Describe the role managers play in the proper functioning of sport organizations.
- Explain the four functions of management in sport organizations.
- Apply management skills to practical sport settings.
- Evaluate current issues facing managers in sport organizations.
- Develop real-world strategies for planning, organizing, leading, and controlling sport organizations.

Grading

The table below provides an outline of the assessments for this course.

Evaluation Components	Points Per Component	% of Total Grade
Syllabus Quiz (1)	5 pts each = 5 pts	5/566 = 1%
Midcourse and End of Course Survey (2)	5 pts each $= 10$ pts	10/566 = 2%
In-Class Assignments (12)	10 pts each = 120 pts	120/566 = 21%
Module Quizzes (10)	126 pts = 126 pts	126/566 = 22%
Honorlock Quizzes (2)	100 pts each = 200 pts	200/566 = 35%
Discussion Boards (7)	15 pts each = 105 pts	105/566 = 19%
	566 points possible	100%

In-Class Assignments, and Module Quizzes (366 points) – The assessments for this course consist of a syllabus quiz, midcourse survey, end of the course survey, module quizzes, in-class assignments, and discussion boards in CANVAS. These assignments are due on specified dates. The assignments are not meant to be a primary study tool for preparing for quizzes. The functions of the assignments are to familiarize students with the textbook and ease them into answering management questions about sport. It is not prudent to complete assignments at the last minute.

- LATE ASSIGNMENTS ARE NOT ACCEPTED unless in accordance with UF's Attendance Policy.
- Submit assignments as Word documents and name the file as follows: Last name, first initial, and name of the assignment (e.g., Willming C Motivation.doc or pdf).

Quizzes I and II (200 points) – Each quiz will consist of 50 questions, 2 points per question, totaling 100 points. Questions will be multiple choice, true/false, fill-in-the-blank, and short answer. Students are not permitted access to any kind of materials, notes, or persons during the quizzes. Most of your preparation for the quizzes should be given to the lecture notes and textbook but also focus on supplemental materials. Quizzes will be taken in the classroom and students will have 50 minutes to complete the quiz.

• LATE ASSIGNMENTS ARE NOT ACCEPTED unless in accordance with UF's Attendance Policy.

Discussion Boards (105 points) – Some interactions for this course will emerge through online discussions with other students and build on weekly readings. Discussion boards will involve students posting one response to a prompt (#1) on specified days and times and two additional responses (#2 & #3) to two other students' posts on specified days and times, totaling **three** posts per discussion board. Ensure you post to students who have NOT received responses from other students. This way every student will have a response from another student.

- Each of the three posts per discussion board must each be between 100 to 200 words.
- Points are deducted from discussion boards if you do not write at least 100 words.
- Include a Word Count in every discussion post.
- Refer to the grading rubric below.

Discussion Board Grading Rubric

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Criterion	Exemplary (5 points)	Proficient (4 points)	Unsatisfactory (3-0 points)	Score
Critical Analysis	Discussion posts display logical thinking, ideas, and insights. Student displays an understanding of sport event positions.	Discussion posts display limited logical thinking, ideas, and insights. Student generally displays an understanding of sport event positions.	Discussion posts fail to display logical thinking, ideas, and insights. Student does not display an understanding of sport event positions.	/5 pts
Student Interactions	Posts comprehensively addresses the discussion with a stimulating post to another student.	Posts address the discussion with a somewhat stimulating post to another student.	Posts do not address the discussion and are not stimulating.	/5 pts
and Word Count by Friday at 11:59 pm EST prior to the due date, are at least 100 words each, and least		Two posts are completed by Friday at 11:59 pm EST prior to the due date, are at least 100 words, and include a word count.	One post is completed by Friday at 11:59 pm EST prior to the due date, is at least 100 words, and one post includes a word count.	/5 pts
				Total/15 pts

GRADING SCALE

- Grades will be posted in the CANVAS gradebook. Grades are dependent on the student's performance measured by assignments, discussion boards, and quizzes. Final grades are based on the accumulation of points the student earns throughout the semester.
- Total points are converted to letter grades using the grading scale below. **Grades ending in .5 will be rounded up**.
- The grading scale is strictly enforced and unchangeable. **The instructor will NOT change grades** because the student is unhappy with their academic performance. More detailed information regarding current UF grading policies can be found here: https://catalog.ufl.edu/UGRD/academic-regulations/grades-grading-policies/.

Letter	Percent of Total Points Associated	GPA Impact of
Grade	with Each Letter Grade	Each Letter Grade
A	89.50-100%	4.0
A-		3.67
B+	86.45-89.44%	3.33
В	83.45-86.44%	3.0
B-	79.45-83.44%	2.67
C+	76.45-79.44%	2.33
С	73.45-76.44%	2.0
C-	69.45-73.44%	1.67
D+	66.45-69.44%	1.33
D	63.45-66.44%	1.0
D- 59.45-63.44		0.67
E 0-59.44%		0

GRADING RUBRIC

- **A & A- Outstanding**: The work far surpasses the assignment requirements, it is well organized, analytical rather than descriptive, and includes excellent grammar.
- **B+, B, & B- Very Good**: The work exceeds the minimal requirements of the assignment, it is organized, descriptive rather than analytical, and includes good grammar.
- C+, C, & C- Average: The work may not meet all criteria of the assignment, organization is below average, the work is far too descriptive, and includes poor grammar.
- D+, D, & D- Below Average: The work barely meets minimum criteria.
- **E Fail**: The work does not meet the minimum criteria.

Course & University Policies

ATTENDANCE POLICY

- The attendance policy is in accordance with the University of Florida's Attendance Policy: https://catalog.ufl.edu/UGRD/academic-regulations/attendance-policies/.
- Attendance is taken through In-Class Assignments.
- For planned absences, a student in a situation that allows an excused absence from a class, or any required class activity must inform the instructor as early as possible prior to the class.
- For unplanned absences because of accidents or emergency situations, students should contact their
 instructor as soon as conditions permit. The university recognizes the right of the instructor to make
 attendance mandatory and require documentation for absences (except for religious holidays), missed

work, or inability to fully engage in class. After due warning, an instructor can prohibit further attendance and subsequently assign a failing grade for excessive absences.

PERSONAL CONDUCT POLICY

Professional behavior is expected from all students. This includes respect and consideration for the ideas and beliefs expressed by all students. It is important for students to practice civil discourse as uncomfortable or challenging topics might unfold in the classroom.

• Adherence to the UF Student Honor Code

- Students are expected to exhibit behaviors that reflect highly upon themselves and the University of Florida.
- O UF students are bound by The Honor Pledge, which states, "We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honor and integrity by abiding by the Honor Code. On all work submitted for credit by students at the University of Florida, the following pledge is either required or implied: "On my honor, I have neither given nor received unauthorized aid in doing this assignment." The Honor Code (http://www.dso.ufl.edu/sccr/process/student-conduct-honor-code/) specifies a number of behaviors that are in violation of this code and the possible sanctions.
- The Dean of Students Office will receive alleged violations of the Honor Code regardless of the severity.

Please use respectful language in person and through email correspondence.

- Email should include:
 - o To: willming@hhp.ufl.edu
 - o From: name@ufl.edu
 - Subject: First and last name, course prefix and number, and course section and number.
 Example: Alberta Gator, SPM 4154, section XXXX, and class number XXXXX
 - o Dear Dr. Willming,

My name is Alb	perta Gator, and I am a student in your SPM 4154 course. I have read the syllabus,
referred to the C	CANVAS website, reviewed class notes, and asked another student
about	, but I am unable to find the information. My question is
Thank you,	
Alberta Gator	

ASSIGNMENTS

- Assignments must be typed, double-spaced, use 12-point font, Times New Roman, and 1-inch margins.
- Upload only **WORD documents** to CANVAS.
- Follow APA guidelines: (https://owl.purdue.edu/owl/research_and_citation/apa_style/apa_formatting_and_style_guide/g_eneral_format.html). (No cover pages)
- Points are deducted for inappropriate grammar, spelling, punctuation, sentence structure, and lack of citations.
- Technology problems are not acceptable excuses for late assignments or missed exams.
- LATE ASSIGNMENTS ARE NOT ACCEPTED unless in accordance with UF's Attendance Policy.
- Refer to the Course Schedule in the syllabus or Canvas for assignment due dates.

MAKE-UP POLICY

- LATE ASSIGNMENTS ARE NOT ACCEPTED unless in accordance with UF's Attendance Policies: https://catalog.ufl.edu/ugrad/current/regulations/info/attendance.aspx.
- Acceptable reasons for an absence or failure to engage in class include:
 - O Documented illness, Title IX-related situations, serious accidents or emergencies affecting the student, their roommates, or their family, special curricular requirements (e.g., judging trips, field trips, professional conferences), military obligation, severe weather conditions that prevent class participation, religious holidays, participation in official university activities (e.g., music performances, athletic competition, debate), and court-imposed legal obligations (e.g., jury duty or subpoena). Other reasons (e.g., job interview or club activity) might be deemed acceptable if approved by the instructor.
 - o For all planned absences, a student in a situation that allows an excused absence from a class, or any required class activity must inform the instructor as early as possible prior to the class.
 - o For all unplanned absences because of accidents or emergencies, students should contact their instructor as soon as conditions permit.
 - o The university recognizes the right of the instructor to make attendance mandatory and require documentation for absences (except for religious holidays), missed work, or inability to fully engage in class. After due warning, an instructor can prohibit further attendance and subsequently assign a failing grade for excessive absences.

TECHNOLOGY PROBLEMS

- Technology is not an acceptable excuse for late work including assignments and quizzes.
- If technology becomes an issue in submitting assignments or other work to eLearning, please contact the UF Help Desk 352-392-HELP (4357).
- After contacting the Help Desk, ensure you receive a ticket number with the time, date, and explanation of the problem for your records.
- You must email the instructor within 24 hours of the technical difficulty.
- LATE WORK IS NOT ACCEPTED in this course unless in accordance with UF policy.

ACCOMMODATING STUDENTS WITH DISABILITIES

• Accommodating students with disabilities is especially important to me. If you are aware of your disability or might be concerned you have a disability, please register with the Disability Resource Center by visiting their Get Started page at https://disability.ufl.edu/students/get-started/, call them at 352-392-8565, online https://accessibility.ufl.edu/), or visit the Dean of Students Office. Once registered, please contact me via email or in person during the first two weeks of class to provide me with a copy of your accommodation letter to ensure I fully understand your needs. It is my goal to provide you with the tools necessary to ensure you are successful in this course.

ZOOM

Zoom is an easy-to-use video conferencing service available to all UF students, faculty, and staff that
allows for meetings of up to 100 participants. You can find resources and help using Zoom at
https://ufl.zoom.us.

COURSE EVALUATIONS

• Students are expected to provide professional and respectful feedback on the quality of instruction in this course by completing course evaluations online via GatorEvals. Guidance on how to give feedback

in a professional and respectful manner is available at https://gatorevals.aa.ufl.edu/students/. Students will be notified when the evaluation period opens and can complete evaluations through the email they receive from GatorEvals in their Canvas course menu under GatorEvals, or via https://ufl.bluera.com/ufl/. Summaries of course evaluation results are available to students at https://gatorevals.aa.ufl.edu/public-results/.

CHANGING NAME DISPLAY IN CANVAS

- It is important to the learning environment that you feel welcome and safe in this class and that you are comfortable participating in class discussions and communicating with me on any issues related to the class. If your preferred name is not the name listed on the official UF roll, please let me know as soon as possible by e-mail or otherwise. I would like to acknowledge your preferred name, and pronouns that reflect your identity. Please let me know how you would like to be addressed in class, if your name and pronouns are not reflected by your UF-rostered name. I welcome you to the class and look forward to a rewarding learning adventure together.
- You may also change your "Display Name" in Canvas. Canvas uses the "Display Name" as set in myUFL. The Display Name is what you want people to see in the UF Directory, such as "Ally" instead of "Allison." To update your display name, go to one.ufl.edu, click on the dropdown at the top right, and select "Directory Profile." Click "Edit" on the right of the name panel, uncheck "Use my legal name" under "Display Name," update how you wish your name to be displayed, and click "Submit" at the bottom. This change may take up to 24 hours to appear in Canvas. This does not change your legal name for official UF records.

IN-CLASS RECORDINGS

- Students are allowed to record video or audio of class lectures but NOT other students in the course. Recordings are strictly controlled and must be (1) for personal educational use, (2) in connection with a complaint to the university, or (3) as evidence in, or in preparation for, a criminal or civil proceeding. All other purposes are prohibited.
- Students may NOT publish recorded lectures without the written consent of the instructor.
- A "class lecture" is an educational presentation intended to inform or teach enrolled students about a particular subject, including any instructor-led discussions that form part of the presentation, and delivered by any instructor hired or appointed by the University, or by a guest instructor, as part of a University of Florida course.
- A class lecture does not include lab sessions, student presentations, and clinical presentations such as patient history, academic exercises involving solely student participation, assessments (quizzes, tests, and exams), field trips, and private conversations between students in the class or between a student and the faculty or lecturer during a class session.
- Publication without the permission of the instructor is prohibited. To "publish" means to share, transmit, circulate, distribute, or provide access to a recording, regardless of format or medium, to another person (or persons), including but not limited to another student within the same class section. Additionally, a recording, or transcript of a recording, is considered published if it is posted on or uploaded to, in whole or in part, any media platform, including but not limited to social media, book, magazine, newspaper, leaflet, or third-party note/tutoring services. A student who publishes a recording without written consent may be subject to a civil cause of action instituted by a person injured by the publication and/or discipline under UF Regulation 4.040 Student Honor Code and Student Conduct Code."

Getting Help

STUDENT SUPPORT

- U Matter, We Care: If you or a friend is in distress, please contact umatter@ufl.edu or 352 392-1575.
- Counseling and Wellness Center: https://counseling.ufl.edu/, 352-392-1575.
- Crisis Lifeline: 988
- Sexual Assault Recovery Services (SARS): Student Health Care Center, 392-1161.
- University Police Department: 392-1111 (or 911 for emergencies) http://www.police.ufl.edu/.
- **Student Health Care Center:** Call 352-392-1161 for 24/7 information to help you find the care you need or visit shcc.ufl.edu.
- UF Health Shands Emergency Room/Trauma Center: For immediate medical care in Gainesville, call 352-733-0111 or go to the emergency room at 1515 SW Archer Road, Gainesville, FL 32608; ufhealth.org/emergency-room-trauma-center.

ACADEMIC SUPPORT

- **E-learning Technical Support:** UF HELP Desk 352-392-4357 (select option 2) or e-mail to Learning-support@ufl.edu. https://lss.at.ufl.edu/help.shtml
- Career Connections Center, Reitz Union: 392-1601. Career assistance and counseling. https://career.ufl.edu/
- **Library Support:** http://cms.uflib.ufl.edu/ask. Various ways to receive assistance with respect to using libraries or finding resources.
- **Teaching Center, Broward Hall:** 392-2010 or 392-6420. General study skills and tutoring. http://teachingcenter.ufl.edu/
- **Writing Studio, 302 Tigert Hall:** 846-1138. Help with brainstorming, formatting, and writing papers. http://writing.ufl.edu/writing-studio/
- Student Complaints On-Campus: https://sccr.dso.ufl.edu/policies/student-honor-code-student-conduct-code/
- On-Line Students Complaints: http://distance.ufl.edu/student-complaint-process/

Tips For Success

- It is important to complete coursework on time each week.
- Read the syllabus and CANVAS site. There is helpful information that can save you time and help you meet the objectives of the course.
- Print the Course Schedule located in the Course Syllabus and check off things as you go.
- Ask for help or clarification of the material if you need it.
- Do not wait to ask questions because this might cause you to miss a due date.
- Do your work well before the due dates. Sometimes things happen. If your computer goes down when you are trying to submit an assignment, you will need time to troubleshoot the problem.
- To be extra safe, back up your work to an external hard drive, thumb drive, or through a cloud service.

Weekly Tentative Course Schedule

This course schedule below is tentative and might change based on the pace of the lectures and student needs; however, changes will be announced through CANVAS. The instructor bears no responsibility for announcing the changes to each individual student. All times are in Eastern Standard Time (EST).

CRITICAL DATES & UF OBSERVED HOLIDAYS

- September 4: Labor Day (Monday)
- October 6: Homecoming (Friday)
- November 10: Veteran's Day (Friday)
- November 20-24: Thanksgiving Break (Wednesday Saturday)
- Complete list available here: https://catalog.ufl.edu/UGRD/dates-deadlines/2023-2024/#fall23text

Weekly Course Schedule

Week	Dates	Readings	Assignments, Quizzes, Discussion Boards
		MODULE 1	
#1	8-23 to 8-25		Due: Fri, Aug 25 at 11:59 pm
		Ch. 1: Managing Sports	 Comparing Coaches or Managers Module 1 - Student Introduction
		MODULE 2	Maddle 1 Student Introduction
#2	8-28 to 9-1	Environment: Globalization, Ethics, and Social Responsibility	Due: Wed, Aug 30 at 11:59 pm Module 2 Discussion Board: Post #1 Due: Thurs, Aug 31 (in class only) In-Class Assignment 1 Due: Fri, Sept 1 at 11:59 pm Module 2 Discussion Board- Response Posts #2 and #3 Module 2 Quiz
		MODULE 3	Course Orientation Quiz
#3	9-5 to 9-8	Ch. 3: Creative Problem Solving and Decision Making	Due: Wed, Sept 6 at 11:59 pm • Module 3 Discussion Board: Post #1 Due: Thurs, Sept 7 (in class only) • In-Class Assignment 2 Due: Fri, Sept 8 at 11:59 pm • Module 3 Discussion Board - Response Posts #2 and #3 • Module 3 Quiz
		MODULE 4	Wiodule 5 Quiz
#4	9-11 to 9-15	Ch. 4: Strategic and Operational Planning	Due: Thurs, Sept 14 (in class only) • In-Class Assignment 3 Due: Fri, Sept 15 at 11:59 pm • Module 4 Quiz
		MODULE 5	
#5	9-18 to 9-22	Ch. 5: Organizing and Delegating Work	Due: Thurs, Sept 21 (in class only) In-Class Assignment 4 Due: Fri, Sept 22 at 11:59 pm Module 5 Quiz
		MODULE 6	
#6	9-25 to 9-29	Innovation, and Diversity	 Due: Wed, Sept 27 at 11:59 pm Module 6 Discussion Board: Post #1 Due: Thurs, Sept 28 (in class only) In-Class Assignment 5 Due: Fri, Sept 29 at 11:59 pm Module 6 Discussion Board Response Posts # 2 and #3 Module 6 Quiz Mid-Course Survey Quiz
		MODULE 7	

#7	10-2 to 10-5	Ch. 7: Human Resources	Due: Wed, Oct 4 at 11:59 pm
		Management	 Module 7 Discussion Board Post #1
			Due: Thurs, Oct 5 (in class only)
			• In-Class Assignment 6
			Due: Thurs, Oct 5 at 11:59 pm
			 Module 7 Discussion Board: Response Posts # 2 and #3
			UF Homecoming Holiday (Fri, Oct 6)
		Honorlock QUIZ I	
#8	10-9 to 10-13	Quiz I	Due: Thurs, Oct 12 (in class)
			• Quiz I (Modules 1-7)
		MODULE 8	
#9	10-16 to 10-20	Ch. 8. Behavior in	Due: Wed, Oct 18
		Organizations: Power,	 Module 8 Discussion Board Post #1
		Politics, Conflict, and	Due: Thurs, Oct 19 (in class only)
		Stress	 In-Class Assignment 7
			Due: Fri, Oct 20 at 11:59 pm
			 Module 8 Discussion Board: Response Posts # 2 and #3
			Module 8 Quiz
		MODULE 9	
#10	10-23 to 10-27	Ch. 9. Team Developmen	Due: Thurs, Oct 26 (in class only)
			• In-Class Assignment 8
			Due: Fri, Oct 27 at 11:59 pm
			Module 9 Quiz
		MODULE 10	
#11	10-30 to 11-3	Ch. 10. Communicating	Due: Wed, Nov 1 at 11:59 pm
		for Results	 Module 10 Discussion Board Post #1
			Due: Thurs, Nov 2 (in class only)
			• In-Class Assignment 9
			Due: Fri, Nov 3 at 11:59 pm
			 Module 10 Discussion Board: Response Posts # 2 and #3
			Module 10 Quiz
		MODULE 11	
#12	11-6 to 11-9	Ch. 11. Motivating	Due: Thurs, Nov 9 (in class only)
		to Win	• In-Class Assignment 10
			Due: Thurs, Nov 9 at 11:59 pm
			Module 11 Quiz
			End of Course Survey
			Veteran's Day Holiday (Fri, Nov 10)
		MODULE 12	
#13	11-13 to 11-17	Ch. 12: Leading to	Due: Thurs, Nov 16 (in class only)
		Victory	In-Class Assignment 11
			Due: Fri, Nov 17 at 11:59 pm
			Module 12 Quiz
		MODULE 13	
#14	11-20 to 11-21	Ch. 13 Controlling	Thanksgiving Break
		MODULE 14	

#15	11-27 to 12-1	Ch. 13 Controlling	Due: Thurs, Nov 30 (in class only)
			• In-Class Assignment 12
			Due: Fri, Dec 1 at 11:59 pm
			Module 13 Quiz
		Honorlock QUIZ II	
#16	12-4 to 12-6	Honorlock Quiz II	Due: Wed, Dec 6 (in class)
			• Quiz II Modules 8-13
		END OF	
		COURSE	

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