

**UNIVERSITY OF FLORIDA  
COLLEGE OF HEALTH AND HUMAN PERFORMANCE**

**Department of Tourism, Recreation, and Sport Management**

Dr. Charles S. Williams

Office

Class Meeting Time

Office Hours

Phone: 392-4042, ext. 1265

e-mail: cswill@hhp.ufl.edu

190C Florida Gymnasium

Tuesdays: 5:10 to 8:10

MTW 3:00 p.m. – 4:00 p.m. &  
by appointment

**SPM 6158, Section 2813  
Management and Leadership in Sport**

**I. Course Description**

This course is designed for the sport management graduate student to attain knowledge related to human resources management (e.g., various theories and issues) and to understand and apply them in the sport context. The course will provide a basic understanding of (a) the nature of paid professional workers, volunteer workers, and clients in sport organizations; (b) individual differences in abilities, values, personality, and motivation; (c) organizational processes of job design, staffing, and performance appraisal; and (d) desired outcomes of job satisfaction and organizational commitment. Class discussions and projects will focus on modifying existing theories and research for application in the field of sport management.

**II. Course Objectives**

The student will:

- a. Become aware of the importance and need for effective management and leadership in the sport context.
- b. Understand various theories of management, leadership, and other organizational behavior and apply them to various sectors in Sport Management.
- c. Examine approaches, which contribute to effective leadership.
- d. Bridge academics and practical application by analyzing the issues and situations in the sport context and suggesting appropriate solutions for the practical cases.
- e. Create a personal leadership development plan.

**II. Text**

Chelladurai, P. (2006). Human Resource Management in Sport and Recreation. (2<sup>nd</sup> ed.) Champaign, IL: Human Kinetics.

**III. Instructional Methodology**

The following methods will be used in the course:

- A. Class lecture and discussion
- B. Supplemental reading assignments
- C. Presentations of student research and group projects
- E. Computer software

#### IV. Evaluation

A. Assignments =		200
Excel Grading Sheet	40	
Professional Organization Review	40	
Motivational Quote	10	
Personal Life-Goal Planning	50	
Resume	30	
Time Management Log	30	
B. Attendance		100
C. Personal SWOT		100
D. Article Review		100
E. Group Project		200
F. Mid Term Exam		100
G. Final Exam		200
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		1000

#### V. Course Content

See course calendar.

#### VI. Observe Academic Honesty

The instructor expects and will enforce a strict policy of academic honesty. Academic honesty policies for the University are summarized in the undergraduate catalog. Cheating, plagiarism, or knowingly furnishing false information are examples of dishonesty and will result in failing the course. Any student found guilty of cheating or plagiarizing will be given the failing grade of (E) for the course. In case of such an event, a written statement detailing the incident will be attached to their official College and University files.

#### VII. Professionalism:

As future professionals, each student is expected to display qualities such as punctuality in coming to class and turning in assignments, dress, attitude, working as a team on group projects.

#### VIII. Attendance

Class attendance is mandatory. The only excusable absences from class are valid medical emergencies due to sudden illness or accident. Official written documentation from a physician is required. There are no excusable absences from participation. It is your responsibility to be accounted for. Make sure you sign the daily attendance sheet. You are training to be a professional. Your future employer would expect you to be on time and on the job.

No more than two class absences	100 pts.
Three class absences	90 pts.
Four class absences	70 pts.
Five class absences	50 pts.
Six class absences	30 pts.
Seven	20 pts.
Eight or more class absences	0 pts.

#### Turn In Assignments on Time:

All assignments are due at the beginning of the class period on the due date. Late assignments will receive a maximum of 50 percent of the original maximum points. Assignments will not be accepted after five school days past the due date.

#### IX. Americans with Disabilities Act

If you are a qualified student with a disability seeking accommodations under the Americans with Disabilities Act, you are required to identify yourself to the Office of Student Services (P202 Peabody Hall). I cannot make accommodations for students who do not have a letter from the Office of Student Services and who do not inform me of what accommodations are needed.

#### X. Recording Lectures

Permission must be obtained from the instructor prior to recording any class lectures.

## References

- Blanchard, Kenneth. (2004). *Heart of a Leader: Insights on the Art of Influence*. Tulsa, Oklahoma: Honor Books.
- Blanchard, Kenneth, and Spencer Johnson. (1982). *The One-Minute Manager*. New York: Berkley Books.
- Bolman, L.G. & Deal, T.E. (2001). *Leading with Soul: An Uncommon Journey of Spirit*. San Francisco: Jossey-Bass.
- Covey, S. R. (1991). *Principle-Centered Leadership*. New York: Simon & Schuster, Inc.
- Hernandez, Ruben. (2002). *Managing Sport Organizations*. Champaign, Ill. Human kinetics.
- Hoye, Russell, et. al. (2006). *Sport Management: Principles and Applications*. Oxford ; Burlington, MA : Elsevier Butterworth-Heinemann.
- Hums, Mary and MacLean, Joanne. (2004). *Governance and Policy in Sport Organizations*. Scottsdale, Arizona: Holcomb Hathaway, Publisher.
- Jensen, Clayne and Overman, Steven. (2003). *Administration and Management of Physical Education and Athletic Programs*. 4<sup>th</sup> edition. Prospect Heights, Ill.: Waveland Press, Inc.
- Masteralexis, Lisa, and Barr, Carol. Editors. (2005). *Principles and Practice of Sport Management - 2<sup>nd</sup> Edition*. Sudbury, MA: Jones and Bartlett Publishers.
- Maxwell, J.C. (1999). *The 21 Indispensable Qualities of a Leader: Becoming the Person Others will Want to Follow*. Nashville: Thomas Nelson, Inc.
- McGraw, Phillip C. (1999). *Life Strategies: Doing What Works, Doing What Matters*. New York: Hyperion, 77 West 66<sup>th</sup> St. NY, NY.
- Mull, Richard, Bayless, Kathryn, and Jamieson, Lynn. (2005). *Recreational Sport Management-4th Edition*. National Intramural Recreational Sport Association. Champaign, Ill.: Human kinetics.
- Parks, Janet, and Quarteman, Jerome, and Thibault, Lucie. Editors. (2003). *Contemporary Sport Management*. Champaign, IL: Human Kinetics.
- Robbins, S. (2002). *The Truth About Managing People and Nothing But the Truth*. Upper Saddle River, N.J.: Prentice Hall PTR.
- Rosner, Scott and Shropshire. (2004). *The Business of Sports*. Boston: Jones and Bartlett Publishers.
- Slack, Trevor and Parent, Milena. (2006). *Understanding Sport Organizations: The Application of Organization Theory*. 2<sup>nd</sup> edition. Champaign, IL: Human Kinetics.
- Snair, Scott. (2003). *Stop The Meeting I Want To Get Off!* New York ; London : McGraw-Hill.
- Thompson, Brad Lee. (1995). *The New Manager's Handbook*. Burr Ridge, Ill.: Irwin Professional Pub.