

Western University  
Faculty of Health Sciences  
School of Kinesiology

KIN 3398F - Managing People in Sport and Recreation Organizations  
Fall 2020

Instructor: Dr. Alison Doherty Office: 3M Centre Rm 2225D Email: <a href="mailto:adoherty@uwo.ca">adoherty@uwo.ca</a> Phone: 519/661-2111 x88362 Office Hrs: by appointment  TAs: Swarali Patil <a href="mailto:spatil@uwo.ca">spatil@uwo.ca</a> Tristan Tahta <a href="mailto:ttahta@uwo.ca">ttahta@uwo.ca</a>	Lectures : Tu Asynchronous pre-recorded lecture Th 2:30 pm -3:30 pm Synchronous session  Instruction Mode: Online (Tuesday lecture posted online, Thursday real-time class)
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NOTE: All course information including grades, assignment outlines, deadlines, etc. are available via OWL. Check the website regularly for course announcements.

Calendar Course Description (including prerequisites/anti-requisites):

This course examines the strategic management of human resources for optimal performance and organizational effectiveness in the sport, recreation, and physical activity setting. Topics include staffing, job design, leadership, organizational culture, and change that are critical to individual and workgroup performance.

Prerequisite(s): [Kinesiology 2298A/B](#).

Extra Information:







## COURSE ASSIGNMENTS:

Mini -Assignments (4 X 5% for total 20%)  
Specific details are available in OWL Assignments.

Overview:

- < Job analysis/design redesign ±diagnose the job/role of your interviewee or another person or group in the organization; investigate the potential for job enrichment and propose the process and outcomes of a redesigned job (you may have to explain the concepts to your interviewee as you go along)
- < Leadership ±describe the leadership style of your interviewee, or his/her supervisor, according to one or more of the leadership theories; is he/she an effective leader?
- < Performance management ±describe what is done in the organization (if anything) ±is there a systematic process in place (see model in the course text)? Are parts of performance management addressed? Who is responsible for this? Is it effective or ineffective? How could performance management be handled?
- < Performance appraisal ±describe what is done in the organization (if anything) ±who is evaluated, what is evaluated and how, what is done with the information (if anything); if appropriate propose an effective performance appraisal plan for the organization
- < Orientation ±describe how orientation takes place for management, staff and/or volunteers? What is the intent of orientation in the organization? Describe what approach(es) are used? Is this effective for the organization? What challenges does the organization experience?
- < Training and development ±describe what is done for management, staff and volunteers (as applicable), if anything; what are the goals? How are needs determined? How is training/



Students who experience an extenuating circumstance (illness, injury, or other extenuating circumstance) sufficiently significant to temporarily render them unable to meet academic requirements may submit a request for academic consideration through the following routes:

- (i) Submitting a Self-Reported Absence (see below for conditions)
- (ii) For medical absences exceeding 48 hours, submitting a Student Medical Certificate (SMC) signed by a licensed medical or mental health practitioner to their Academic Counselling in their Faculty of registration in order to be eligible for Academic Consideration; or
- (iii) For non-medical absences exceeding 48 hours, submitting appropriate documentation (e.g., obituary, police report, accident report, court order, etc.) to Academic Counselling in their Faculty of registration in order to be eligible for academic consideration. Students are encouraged to contact their Academic Counselling unit to clarify what documentation is appropriate.

Students seeking academic consideration must communicate with their instructors no later than 24 hours after the end of the period covered by either the self-reported absence or SMC, or immediately upon their return following a documented absence.

The following conditions are in place for self-reporting of medical or extenuating circumstances:

- a. a maximum of two self-reported absences between September and April and one self-reported absence between May and August;
- b. any absences in excess of the number designated in clause a above will require students to present a Student Medical Certificate (SMC) or appropriate documentation supporting extenuating circumstances to the Academic Counselling unit in their Faculty of registration no later than two business days after the date specified for resuming responsibilities.
- c. The duration of the excused absence will be for a maximum of 48 hours from the time the Self-Reported Absence form is completed through the online portal, or from 8:30 am the following morning if the form is submitted after 4:30 pm;
- d. The duration of the excused absence will terminate prior to the end of the 48 hour period should the student undertake significant academic responsibilities (write a test, submit a paper) during that time;
- e. The duration of an excused absence will terminate at 8:30 am on the day following the last day of classes each semester regardless of how many days of absence have elapsed;
- f. Self-reported absences will not be allowed for scheduled final examinations; for midterm examinations scheduled during the December examination period; or for final lab examinations scheduled during the final week of term;
- g. Self-reporting may not be used for assessments (e.g. midterm exams, tests, reports, presentations, or essays) worth more than 30% of any given course;

For medical and non-medical absences that are not eligible for self-reporting Kinesiology students must submit an Academic Consideration Request form found online [https://www.uwo.ca/fhs/kin/undergrad/files/accommodation\\_request.pdf](https://www.uwo.ca/fhs/kin/undergrad/files/accommodation_request.pdf) in addition to an SMC or appropriate documentation in the event of a non-medical absence. These documents will be retained  
LQ WKH VWXGHQW¶V ILOH DQG ZLOO EH KHOG LQ FRQILGHQFH LQ D  
Student Record Information Privacy Policy.

7. Grades: Where possible assignment objectives and rubrics will be posted on OWL. Should you have a concern regarding the grade you received for an assignment or feel that it is unfair in any way, you must wait 24 hours from the receipt of the assignment to approach the instructor or TA. In doing so, please make an appointment and prepare in writing, with evidence, why you feel your grade is inappropriate. Please be aware that in requesting a grade reassessment, your grade could go up/down/or stay the same. Note that calculations errors (which do occur!) should be brought to my attention immediately.

Generally, students can expect some form of feedback on their performance in a course before the drop date.

November 12th, 2020 (for first term half-courses)  
November 30th, 2020 (for full-year courses)



March 7th, 2021 (for second term half-or full year courses)

A+	90-100	One could scarcely expect better from a student at this level
A	80-	

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