Spring 2022 Syllabus
Management for Information Professionals
INLS 585, Manning 304

Instructor:
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Email: lhaight@email.unc.edu

Office Hours: The best way to meet is to schedule an appointment. Visit careers.unc.edu and select 'SILS Career Appointment' to find my calendar. If you have a conflict, send me an email and we can work out a time convenient for us to meet.

Course Description
This course is an introduction to general management principles and practices intended for information professionals working in all types of organizations.

Students can waive this course if they can present evidence of satisfactorily completing a comparable course before coming to SILS. Here is the form needed to waive this course:

The focus of the course is on management in information agencies, but the principles taught are applicable in any management setting. Students are expected to explore how content applies to their particular area of interest throughout the course. Topics covered include leadership, organizational behavior, human resources, strategic thinking, and budgeting.

This course will provide students an interactive, hands-on opportunity to develop the skills required to succeed as a manager in any organization. Using class assignments, readings, and case studies, students will work to identify, discuss and understand management principles.

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

• Understand management practices and concepts within an organizational setting including knowledge of the basic functions of management, the theories and principles of management, and the contemporary issues in management.

• Develop a personal philosophy about management.

• Understand the role and function of the individual, teams, and organizational culture in an organization.

• Apply principles of leadership, human resource management, and decision making in your work roles.
This course is conducted on the UNC Sakai online course management system (https://sakai.unc.edu).

Textbooks

There is no one textbook that covers both the for-profit and non-profit sector equally well. We will be using both of these textbooks throughout the semester:

- Harvard Business Review. (2017). Manager's handbook - The 17 skills leaders need to stand out. Boston, MA: Harvard Business School. (HBR) https://catalog.lib.unc.edu/catalog/UNCb9896654 (NOTE: If you have trouble accessing this link, it could be that they have to adjust the access. Please contact Rebecca Vargha directly (vargha@email.unc.edu) and copy me so we can get it fixed asap.)


Statement on Academic Integrity

Students are expected to conform to the Honor Code in all academic manners. For more information about the Honor Code, please visit the following: http://honor.unc.edu/.

Class Expectations

- Be prepared for each week's lessons by reviewing the Lessons tab for that week.
- Be an active and positive participant in discussions, characterized as:
  ~Having a clear command of the readings for the week;
  ~Sharing analyses and opinions based on the readings;
  ~Respecting other students' views and opinions; and
  ~Freely agreeing and disagreeing with others when warranted.
- Take responsibility for your own learning. If there is something you do not understand, ask!
- Turn in assignments by the due date unless you make previous arrangements with the instructor. I want you to have what you need to be successful while still respecting the efforts made by your classmates in meeting deadlines.
- As this is an evidence-based discipline, there is an expectation that you will provide references in APA style for all submitted work. Using references is an integral part of the decision making process and this course can help you develop this as a best practice. Home - APA Style Guide - LibGuides at University of North Carolina at Chapel Hill (unc.edu) for your reference.

Penalty for Late Assignments
Assignments are expected to be submitted on time. This is important as the need to meet deadlines is a reality of professional life.

Late assignments will receive a 5% grade reduction for each day late and will not be accepted after 4 days (20%) past due date.

However, life happens. If you cannot meet an assignment deadline, please tell me why prior to the due date. I will negotiate a new deadline with anyone who has a valid reason for needing this (i.e., not just “I did not get it done.”).

**Schedule and Assignments**

You should regularly check the Sakai site for any updates to the course schedule and assigned readings. The course schedule may change. The Sakai version will be the most updated syllabus.

Submit written work electronically in PDF form in Sakai unless otherwise stated in assignment instructions. Documents should be double-spaced, with your name and title on the first page. Individual assignment instructions will be provided in a separate document in Sakai.

<table>
<thead>
<tr>
<th>Lesson Date</th>
<th>Topic</th>
<th>Readings</th>
<th>Assignments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1/11/22 Overview of the course</td>
<td>CH 1 HBR</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>1/18/22 Leader Mindset</td>
<td>CH 1 &amp; 7 of LICM</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>1/25/22 Management principles</td>
<td>CH 14 of LICM</td>
<td>Org Analysis due 1/31</td>
</tr>
<tr>
<td>4</td>
<td>2/1/22 Managing yourself</td>
<td>CH 6 &amp; 7 of HBR</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>2/8/22 Managing others</td>
<td>CH 3 of HBR</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>2/15/22 Team Dynamics</td>
<td>CH 2 &amp; 12 of HBR</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>2/22/22 Staff Development</td>
<td>CH 11 of HBR and LICM</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>3/1/22 Strategic Planning and Change Management</td>
<td>CH 3 &amp; 4 of LICM</td>
<td>Personal Portfolio (4 sections) due 3/7</td>
</tr>
</tbody>
</table>
9  3/8/22  Budgeting, Fundraising and Proposal Writing  CH 19 of LICM
10  3/22  CH 6 of LICM
11  3/29/22  Assessment and Performance Measurement  CH 18 of LICM
12  4/5/22  Sharing with stakeholders
13  4/12/22
14  4/19/22  Reflection

Grading Scale/Course Assignments and Assessment

<table>
<thead>
<tr>
<th>Assignments</th>
<th>Points</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Org Portfolio (4 sections)</td>
<td>40</td>
<td>25%</td>
</tr>
<tr>
<td>Personal Portfolio (4 sections)</td>
<td>40</td>
<td>25%</td>
</tr>
<tr>
<td>Team Project (4 sections)</td>
<td>40</td>
<td>25%</td>
</tr>
<tr>
<td>Class Participation</td>
<td>24</td>
<td>15%</td>
</tr>
<tr>
<td>Reflection paper</td>
<td>16</td>
<td>10%</td>
</tr>
</tbody>
</table>

The graduate grading scale is as follows:

High Pass - Clear Excellence – Student performance demonstrates full command of the course materials that surpasses course expectations. This means that the student has contributed on a regular basis to online discussion forums with insightful comments supported by professional literature beyond that provided by required readings. Command and understanding of the subject is demonstrated in written forums, case studies and portfolio.

Pass - Entirely Satisfactory Graduate Work – Student performance meets designated course expectations, demonstrates understanding of the topics across the semester and supports this understanding with the required readings. The student participates in online discussion forums with relevant comments.

Low Pass - Unsatisfactory Work – Student performance demonstrates incomplete or inadequate understanding of course material and/or frequently does not participate in online discussion forums.
F Fail – Student may continue in program only with the permission of the dean.

A successful online course depends on timely participation from all class members. Assignment grades will be posted to the Sakai grade book. Semester grades are based on your cumulative total of points awarded for all assignments, which are then converted to letter grades or HPL grades as follows:

**Total Course Points Available: 160**

<table>
<thead>
<tr>
<th>Grade Scale</th>
<th>Grade Grade*</th>
<th>Percentage</th>
<th>Point Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>H- P</td>
<td>95-100</td>
<td>152 160</td>
</tr>
<tr>
<td>A-</td>
<td>P</td>
<td>90-94</td>
<td>144 151</td>
</tr>
<tr>
<td>B+</td>
<td>P</td>
<td>87-89</td>
<td>139 143</td>
</tr>
<tr>
<td>B</td>
<td>P</td>
<td>84-86</td>
<td>134 138</td>
</tr>
<tr>
<td>B-</td>
<td>P</td>
<td>80-83</td>
<td>128 133</td>
</tr>
<tr>
<td>C+</td>
<td>L- P</td>
<td>77-79</td>
<td>123 127</td>
</tr>
<tr>
<td>C</td>
<td>L- P</td>
<td>74-76</td>
<td>118 122</td>
</tr>
<tr>
<td>C-</td>
<td>L- P</td>
<td>70-73</td>
<td>112 117</td>
</tr>
<tr>
<td>D</td>
<td>L- P</td>
<td>60-69</td>
<td>96 111</td>
</tr>
<tr>
<td>F</td>
<td>F</td>
<td>59 and below</td>
<td>95</td>
</tr>
</tbody>
</table>

As we approach the start of classes, the spread of the COVID-19 Omicron variant is raising questions as to how it will impact our new semester and learning. UNC and SILS are committed to offering residential programs, and the campus will begin operations as scheduled. SILS faculty understand the value of face-to-face learning, and we are committed to ensuring that you maximize your learning opportunities in the coming semester.

However, the high rate of Omicron infections causes us to temporarily adapt our instructional programming at SILS for the beginning of the semester. **This section of INLS 585 that is scheduled to meet face to face for the semester will begin remotely from January 11-25 and resume as in-person on-campus on February 1st (the first three classes will be over ZOOM).**

Per Dean Marchionini's email message to students, we are "confident that this temporary shift will allow faculty and students to adapt to conditions at the beginning of the semester, during
which there may be large numbers of students out ill for multiple days, and this will help all of
us minimize confusion and emotional stress that impedes learning”.

Here is the **ZOOM link for the first three sessions**:

https://unc.zoom.us/j/99032041774

**UNIVERSITY-WIDE POLICIES**

**Student Religious Observance Policy:** UNC recognizes the diverse faith traditions represented
and supports the rights of faculty, staff, and students to observe according to these.
A more detailed student policy can be found at [here](#). Under this policy, students are provided an
opportunity to make up examination, study, or work requirements that may be missed
due to religious observance. Please notify the instruction before the end
of the second week of classes.

**UNC Honor System:** The University of North Carolina at Chapel Hill has had a student-
administered honor system and judicial system for over 100 years. Because academic honesty
and the development and nurturing of trust and trustworthiness are important to all of us as
individuals, and are encouraged and promoted by the honor system, this is a most significant
University tradition. The system is the responsibility of students and is regulated and governed
by them, but faculty share the responsibility and readily commit to its ideals. If you have
questions about you responsibility under the honor code, please bring them to me or consult
with the Office of the Dean of Students. The web site identified above contains all policies and
procedures pertaining to the student honor system. I encourage your full participation and
observance of this important aspect.

**SILS Diversity Statement:** In support of the University’s diversity goals and the mission of the
School of Information and Library Science, SILS embraces diversity as an ethical and societal
value. We broadly define diversity to include race, gender, national origin, ethnicity, religion,
social class, age, sexual orientation, and physical and learning ability. As an academic
community committed to preparing our graduates to be leaders in an increasingly multicultural
and global society we strive to:

- Ensure inclusive leadership, policies and practices;
- Integrate diversity into the curriculum and research;
- Foster a mutually respectful intellectual environment in which diverse opinions are
  valued;
- Recruit traditionally underrepresented groups of students, faculty and staff; and
- Participate in outreach to underserved groups in the State.

The statement represents a commitment of resources to the development and maintenance of
an academic environment that is open, representative, reflective and committed to the
concepts of equity and fairness.
If you feel you may need an accommodation based on the impact of a disability, please contact UNC Disability Services at (919) 962-8300 or disabilityservices@unc.edu at the Student and Academic Services Buildings, located in Suite 2126, 450 Ridge Road, to formally coordinate accommodations and services.

**Mask Policy:** All enrolled students are required to wear a mask covering your mouth and nose at all times in our classroom. This requirement is to protect our educational community - your classmates and myself - as we learn together. If you choose to not wear a mask, or wear it improperly, I will ask you to leave, and will submit a report to the Office of Student Conduct. Students who have an authorized accommodation from Accessibility Resources and Service have an exception. Please refer to the Carolina Together | UNC-Chapel Hill COVID-19 Updates : Carolina Together for more details on community standards.

**Welcome to the class!**