NC STATE Poole College of Management

M100: Personal & Professional Identity Development
Spring Semester 2018
Poole College of Management
1 Credit | Wednesday, 10:40 - 12:30 PM | Dabney Hall 220

Instructors:

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Course Description:

M100: Personal and Professional Identity Development is a one-hour Poole required course which will help you learn and develop multiple facets of identity such as social, cultural, leadership and career choices. By exploring who you are, you will have a better understanding of how you can interrelate with others in a global business market. Through this course, you will learn about yourself, others and how you can use your identity to create an action plan for future success at NC State, become engaged in your local community and engage in career path exploration

Course Website: wolfware.ncsu.edu

Learning Outcomes:

- Students will define what creates identity and describe, in their own words, how it compares and contrasts with others
- Students will compare and contrast identities so they can identify areas for growth and development.
- Students will apply self-awareness to select engagement activities that are directly related to their growth areas.
- Students will synthesize the understanding of their identity in order to formulate as well as demonstrate engagement and involvement as professional global citizens that aligns with their self-awareness.

Required Text:

M100 Course Packet: Available on Moodle. Please print a copy of the course packet and the syllabus for class.

Pack Groups

The primary learning in this course takes place through conversations and dialogue among the individuals in the class. In order to facilitate the class discussions and provide multiple opportunities for individuals to engage, you have been divided into groups that will meet in-class each week for various activities. It is important that each person participates in the Pack Group discussions. Your pack group is an opportunity for you to meet other Poole students and grow your academic and professional network. As your Pack Group is meeting, I will be monitoring and engaging in your group's discussions.

Pack Group Leaders

Each week, one member of the group will serve as the "conversation extender" or facilitator. Students will be notified by the second day of class which week they are assigned to be the group leader. The weekly group leader will be provided additional questions via email at least two days before class. The group leader is expected to be familiar with these questions and utilize them to facilitate the conversation in the Pack groups. It is not the expectation that the group leader will dominate the conversation but rather provide ways for the conversation to extend in length and quality.

Grading:

M100 is a required course for all Poole College of Management students and must be taken for a grade to receive credit.

Scores:

Grading Scale			
Grade	Points	Grade	Points
A+	97.00-100.00	C+	77.00-79.99
A	93.00-96.99	C	73.00-76.99
A-	90.00-92.99	C-	70.00-72.99
B+	87.00-89.99	D+	67.00-69.99
B	83.00-86.99	D	63.00-66.99
B-	80.00-82.99	D-	60.00-62.99
		F	Below 60.00

(final grades are not rounded)

Assignments:

Assignments in M100 build over the course of 8-weeks to help you explore your own identity, identities of others and how your identity can inform your professional aspirations within a global context. All assignments are due at the start of class unless stated otherwise by the instructor. Both the midterm and final assignment will be reduced one-letter grade per day the assignment is late after the submission deadline.

Participation: 40%

This course is centered on conversation, dialogue with classmates and in-class activities. Participating and attending every class is essential to the learning process, especially as the class is only 8-weeks. Students must arrive to class on-time and be prepared with pre-class homework/materials/readings and participate in class activities. Failure to prepare for class or non-participation in discussion will result in a mark of non-participation for the day. Likewise, tardiness or missing class unexcused will result in a lower participation grade.

Homework: 20%

Before the next week's class, you will be required to complete various readings, assignments, videos or tasks. To be able to participate in class and build material toward your final poster project, you must complete the assigned homework assignments. All homework is due by class time via Moodle unless otherwise mentioned by your instructor. Late submissions are not accepted and will result in a zero for the assignment. (5 assignments, 4 points each)

Attendance & Participation: 18%

Attendance is mandatory for all classes in order to understand course content and be successful in your final project. Each student is allocated 1 missed class without penalty. If you miss 2 classes, you will not receive any credit for attendance. If you miss more than two classes, you will fail the course as you have missed over 25% of course content.

Arriving late or leaving class early constitutes 1/2 of an absence. (Example: 2 lates or 2 leaving class early=1 full absence). A student who has missed 2 classes and then has a half absence will fail the course.

Please see the University's policy on excused absences as well as steps for notifying all of your instructors in the case of an unanticipated absence: https://policies.ncsu.edu/regulation/reg-02-20-03-attendance-regulations/. Students who have an excused absence must work with their instructor to make up previous course content.

As participation in group and class discussion is essential to learning, instructors reserve the right to deduct participation points for students who do not meaningfully engage in discussion within the course or pack group.

Pre & Post Class Assessment Surveys: 2%

You will also complete a pre-class and post-class 2 minute surveys that will be sent to you by your instructor. Each survey is required and counts toward 1% of your final grade (both surveys = 2% of grade).

Midterm Reflection: 30%

To synthesize the first four weeks of identity discovery in the class, you will submit a 2-3 page reflection paper on your personal identities and how they relate/contrast with others. Papers will be submitted via the class Moodle page. More information (including rubric) about your midterm paper can be found on Moodle.

Poster Presentation: 30%

On the final day of class, you will present an identity poster that includes the multiple facets of identity discussed in class, your areas of growth & improvement and highlight your action plan for continued exploration. Your poster will be a visual representation of your understanding and application of the four learning outcomes of the class. Each student will be required to present their poster to the class via conference poster sessions. Half the class will present in the first 50 minutes of class with instructors and peers providing feedback on your work. Then the class will switch so readers will now become presenters. A successful poster will explore multiple facets of identity and synthesize the identities into an actionable plan for success at NC State and their future career goals. More information (including rubric and online video + poster submission) about your poster can be found on Moodle.

Academic Integrity

I consider you as an adult and will hold you to the same standards as all academic colleagues. You are to complete your own work unassisted unless otherwise instructed. I expect all students to uphold the NC State Honors Pledge: "I have neither given nor received unauthorized aid on this assignment" with all coursework.

Plagiarism or other forms of academic dishonesty will result in a 0 grade for the assignment and will be reported to the Office of Student Conduct. For further details concerning university policies on academic integrity, please refer to the Code of Student Conduct policy (POL 11.35.1): https://policies.ncsu.edu/policy/pol-11-35-01/.

Incomplete Grades

At the discretion of the instructor, students may be given an incomplete grade for work not completed because of a serious interruption in their work not caused by their own negligence (i.e., documented illness or family emergency occurring after a student has completed the majority of the course). An incomplete grade cannot be given, however, as a substitute for a failing grade when the student's performance in the course is deserving of failing. An incomplete is only appropriate when the student's record in the course is such that the successful completion of particular assignments, projects, or tests missed as a result of a documented serious event would enable that student to pass the course. The University policy on incomplete grades is located at:

http://www.ncsu.edu/grad/handbook/sections/3.18-grades.html

Academic Accommodations

Per NC State Regulations: "Reasonable accommodations will be made for students with verifiable disabilities. In order to take advantage of available accommodations, students must register with Disability Services for Students at 1900 Student Health Center, Campus Box 7509, 515-7653. For more information on NC State's policy on working with students with disabilities, please see the Academic Accommodations for Students with Disabilities Regulation (REG02.20.01)"

If you need special accommodations, please contact us at the beginning of the semester.

Technology Use

As the class will be primarily based on class discussion and activities, technology is not allowed unless specifically mentioned by the instructor.

Anti-Discrimination Statement

"NC State University provides equality of opportunity in education and employment for all students and employees. Accordingly, NC State affirms its commitment to maintain a work environment for all employees and an academic environment for all students that is free from all forms of discrimination. Discrimination based on race, color, religion, creed, sex, national origin, age, disability, veteran status, or sexual orientation is a violation of state and federal law and/or NC State University policy and will not be tolerated. Harassment of any person (either in the form of quid pro quo or creation of a hostile environment) based on race, color, religion, creed, sex, national origin, age, disability, veteran status, or sexual orientation also is a violation of state and federal law and/or NC State University policy and will not be tolerated. Retaliation against any person who complains about discrimination is also prohibited.

NC State's policies and regulations covering discrimination, harassment, and retaliation may be accessed at http://policies.ncsu.edu/regulation/reg-04-25-02 or http://www.ncsu.edu/equal_op. Any person who feels that he or she has been the subject of prohibited discrimination, harassment, or retaliation should contact the Office for Equal Opportunity (OEO) at 919-515-3148."

If you witness an incident of Bias on campus or around campus, please contact the Bias Incident Response Team (BIRT): bias-incident.ncsu.edu

Inclusive Identities

In an effort to affirm and respect the identities of transgender students in the classroom and beyond, please contact me if you wish to be referred to using a name and/or pronouns other than what is listed in the student directory.

Support Fellow Students in Distress

As members of the NC State Wolfpack community, we each share a personal responsibility to express concern for one another and to ensure that this classroom and the campus as a whole remains a safe environment for learning. Occasionally, you may come across a fellow classmate whose personal behavior concerns or worries you. When this is the case, I would encourage you to report this behavior to the NC Cares website: go.ncsu.edu/care. Although you can report anonymously, it is preferred that you share your contact information so they can follow-up with you personally.

Course Evaluations

Online class evaluations are standard at NCSU. Near the end of term, students will receive an email message directing them to a website where they can login using their Unity ID and complete evaluations. All evaluations are confidential; instructors will not know how any one student responded to any question, and students will not know the ratings for any particular instructors. If you would like to give feedback individually, I am also available.

    Evaluation website: http://go.ncsu.edu/cesurvey
    Student help desk: classeval@ncsu.edu
    Information about ClassEval: https://oirp.ncsu.edu/surveys/classeval/

Syllabus Modifications

The instructor of the course reserves the right to modify the syllabus over the course of the semester. If this occurs, the updated syllabus will be shared with the class. All modifications to assignments will be made in advance of due dates.

Course Schedule

University Academic Calendar:
    https://studentservices.ncsu.edu/calendars/academic/
Major Assignments Due Dates:
    Midterm Reflection Paper: April 11th
    Identity Map Poster Presentation: May 7th during Final Exam Time
Important Spring Dates:
    Spring Holiday (no classes):   Friday, March 30th
    Last Day of classes: Friday, April 27th

Class Schedule

Class Session	Date	Class Objective	Assignment Due (all due by class time)
Week 1	March 14	Class Introduction & Icebreakers	
Week 2	March 21	Social & Cultural Identity	25 Life Experiences (upload picture to class moodle page and bring worksheet to class)
Week 3	March 28	Leadership Styles	True Colors Assessment
Week 4	April 4	Learning Styles & Skill Analysis	Focus 2: Skill Assessment
Week 5	April 11	Mapping Involvement Opportunities	**Midterm Reflection Paper** (due before class)
Week 6	April 18	Mapping Career Paths	Career Research Form (upload picture of completed form to moodle & bring worksheet to class)
Week 7	April 25	Synthesizing & Action Plans	Focus 2: Career & Work Interests Assessment Watch Career Resource Videos
Week 8	Final Exam Time: Monday, May 7th 8 am -11 am (we will talk about options during class 1)	Identity Map Poster Presentations	**Poster Presentation** (submit poster & video to moodle; bring poster to class to present)