

Fall 2024

Kin 3372A - Leadership and Professional Practice in Kinesiology

<p>Instructor: Dr. Jim Weese Office: 4301 Somerville Email jweese1@uwo.ca Phone: 519-495-0015 Office Hours: By Appointment</p> <p>TAs: Defne Eriskon, Adam Purdy, Babac Salmani</p>	<p>Lectures:</p> <p>Thursdays (3:30 p.m. – 5:30 p.m.) 3M 3250</p> <p>Instruction Mode:</p> <p>Primarily in-person with one or two remote sessions.</p> <p>Format: Lectures, Case Studies, Panel Presentations, Discussion Circles, Diagnostics, Student Presentations, Group Assignments</p>
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NOTE: All course information including grades, assignment outlines, deadlines, etc. are available via [OWL Brightspace](#). Download the Brightspace Pulse App to stay up-to-date on course communication and enable your notification settings within “Communications” in the top toolbar. Check the website regularly for course announcements.

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

As this is a special topics course, the course content may change from year-to-year. Students may enroll in this course for a second time (or multiple times) if the course content (i.e., special topic) is different than when previously completed.

Pre-requisite: Students must be enrolled in year 3 or 4 to complete this course.

No anti-requisites

You are responsible for ensuring that you have successfully completed all course pre-requisites, and that you have not taken an anti-requisite course.

Statement on Prerequisite Checking

Unless you have either the requisites for this course or written special permission from your Dean to enroll in it, you may be removed from this course and it will be deleted from your record. This decision may not be appealed. You will receive no adjustment to your fees in the event that you are dropped from a course for failing to have the necessary prerequisites

NOTE: If you wish to enroll in this course without the stated pre-requisite(s), you must obtain written approval from the course instructor. The approval should then be forwarded to your academic counsellor.

My Course Description

Note: Specific course content is subject to change based on the composition of the class and the stated career ambitions of students. This will be covered on day one, and the final course outline will be prepared and circulated via Brightspace.

Draft Course Description

Kinesiology is an exciting area of study with many exciting career opportunities available to graduates who have prepared themselves strategically and effectively. The content covered in this class will assist students on their exciting professional journey. Students will learn about the opportunities in traditional kinesiology areas (e.g., public and private organizations, professional schools, etc.) as well as new and emerging areas in entrepreneurial ventures, start-ups, and other non-traditional areas of professional practice. They will also learn how to best position themselves for success in realizing their career objective. Topics covered in this course include leader development, leadership best practices, organizational communication and networking, building and acting on a professional strategic plan, heightening your personal brand through technology, leading change as a member and/or leader of an organization, and current issues and opportunities facing kinesiology graduates.

Note: All course material will be posted to OWL Brightspace: <https://westernu.brightspace.com/>. If students need assistance with OWL Brightspace, they can seek support on the [OWL Brightspace Help](#) page. Alternatively, they can contact the [Western Technology Services Helpdesk](#) online or by phone at 519-661-3800 or ext. 83800 for technical support. Current versions of all popular browsers (e.g., Safari, Chrome, Edge, Firefox) are supported with OWL Brightspace; what is most important is that you update your browser frequently to ensure it is current. All JavaScript and cookies should be enabled.

Learning Outcomes/Class Schedule:

Learning Objectives

1. Understand the multitude of career opportunities available to Kinesiology graduates.
2. Better understand how to best prepare for these opportunities.
3. Better understand your leadership/professional strengths and areas of challenge.
4. Develop a strategic plan that will help students navigate the profession and keep them on the course to career fulfilment.

Week 1 Introduction to the Course

Note: By Zoom

Zoom Link: 239 978 0746

Passcode: 101010

Review the draft course content/expectations/delivery/evaluation; complete the student survey to help Jim get to know you and your career ambitions.

Week 2 Lecture Format

Finalize the course content/expectations/delivery/evaluation.

Leadership Primer - an overview of the study and practice of leadership (e.g., an introduction to the concepts and theories of leadership; leadership diagnostics, identify your leadership strengths and areas for development, and; an overview of the recent developments in leadership.

Week 3

Lecture Format

Leadership Development – how you can maximize your leadership potential (Read Gear 1 of *The Leadership Lifecycle Book: How to Prepare, How to Excel, and When (and How) to Effectively Exit*. We will do some preliminary analysis to help determine your leadership strengths and areas for development (and we all have them !!!). We will also cover personal leadership in this class.

Week 4

Lecture Format

Leadership Best Practices – how you can maximize your leadership impact (Read Gear 2 of *The Leadership Lifecycle Book: How to Prepare, How to Excel, and When (and How) to Effectively Exit*

A Team Approach to Leadership - Why Teams Break Down – The Five Dysfunctions

Overcoming groupthink and effective decision making

Ensuring inclusion and diversity

How to avoid the Five Dysfunctions that plague leadership teams

What makes a great colleague/team member?

Week 5

Discussion Circles (3 x 20)

Developing a personal leadership development plan considering the content in Gear 1 of your text, your Five Paths Assessment Results, the course content thus far, and your reflections on how you can become the “sage” leader.

Mini Paper (My Leadership Development Plan) is due on Tuesday, October 1 (12:30 p.m.) and will form the basis of the first Discussion Circle. Guidelines for preparing your Mini Paper and Engaging in the Discussion Circle are outlined in the Assignment Tab.

Week 6

Lecture Format/Panel Presentation

As you know for our discussions, there are traditional and emerging career options for graduates of Kinesiology. Today's lecture will focus on the new and emerging opportunities. We will forecast the future re: opportunities/societal needs, and discuss entrepreneurial initiatives, start-ups, and other emerging career options for graduates. A strategically assembled panel of kinesiology graduates who have carved their own paths (compositions TBA following a review of the student surveys) will discuss their paths and provide insights and recommendations to current students.

Assignment: Read the following paper which is posted on the Brightspace platform

Weese W.J., El-Khoury M., Brown G., and Weese W. Z. (2022) The Future Is Now: Preparing Sport Management Graduates in Times of Disruption and Change. *Front. Sports Act. Living: Insights in Sports Management, Marketing and Business*: 4:813504. doi: 10.3389/fspor.2022.813504

Week 7

Reading Week (Enjoy and Get Caught Up)

Week 8

Discussion Circles (3 x 20) – Plenary Discussion

Insights, Understandings, and Applications. This class will be devoted to reviewing, further dissecting, and applying the course content.

Week 9 Career Panel (Traditional Opportunities)

As you know for our discussions, there are traditional and emerging career options for graduates of Kinesiology. Three weeks ago we focused on the new and emerging opportunities. Today we will focus on the more traditional career options for students/kinesiology graduates. We will forecast the future re: opportunities/societal needs, and discuss opportunities in health care, pre-habilitation and rehabilitation (e.g., Physical Therapy, Occupational Therapy, Speech Language Pathology, Audiology, Chiropractic Medicine, Health and fitness, etc. A strategically assembled panel of kinesiology graduates who have carved their own paths in traditional careers (compositions TBA following a review of the student surveys) will discuss their unique paths, their plans and realized outcomes, and provide insights and recommendations to current students/future graduates.

Week 10 Lecture Format

Organizational Communication and Engagement. How to ensure effective communication and networking with colleagues, how to foster and support member engagement. We will discuss formal and information communication networks, strategies to heighten engagement, communicating from an emotional intelligence base, and navigating organizations as careers unfold.

Note: Reflection Reports from Weeks 6 and 9 (emerging and traditional career paths and student plans/reflections) are due (Tuesday, November 5th (12:30 p.m.) Guidelines for preparing your Reflection Report are outlined in the Assignment Tab.

Week 11 Lecture Format

Building your brand, effective resumes, interviewing tips and traps, professional networking and positioning, the role of mentors, role models and sponsors, effective use of social media to market and promote yourself/your business, and finding your voice.

Week 12 Lecture Format

Leading change – as colleagues and as leaders. Early career strategies, managing expectations of superiors, peers, and direct reports. We will discuss what makes a great employee, and an exceptional follower. We will discuss building your credibility and experience profile to qualify for more senior leaders roles in the future.

Week 13 Lecture Format

Current issues in the profession – AI, colleague engagement, inspiring the heart through emotional intelligence, demand for remote work, demands, financial challenges, urgency vs. importance questions, responding to loud voices, mining the opinions and insights of introverts. We will review the contents of our text, *The Leadership Lifecycle: How to Prepare? How to Excel? When (and How) to Effectively Exit?* and discuss key learning points that they gleaned from the course.

Required Course Material:

Weese, W. J. (2023). *The Leadership Lifecycle: How to Prepare? How to Excel? When (and How) to Effectively Exit?* New York: Archway Publishing, a Division of Simon and Schuster, New York. NY.

Course Evaluation:

1. Mini Paper - My Leadership Development Plan 30%
 - a. Due Tuesday, October 1 @12:30 p.m.
2. Reflection Report and the emerging and traditional career path panels and the implications/plans and strategies for their specific career plan. . 30%
 - a. Due Tuesday, November 5th @ 12:30 p.m.

Note:

3. Guidelines for preparing the Mini Paper and the Reflection Report are both outlined in the Assignment Tab.
4. Final Examination 40%

Final Exam:

The exam will consist of recognition (e.g., multiple-choice, matching) and recall (e.g., short answer, and essay) questions, covering all course content (lectures, panels, readings, videos) and it will be scheduled for the final exam period by the Office of the Registrar.

Late Assignments

Assignments are due as stated in the course syllabus and will be subjected to a 20% penalty per each 24 hours or part there of, except under medical or other compassionate circumstances. Acceptable reasons might include hospital stays, serious illness, family emergencies (e.g., serious accidents, illness or death) or similar circumstances. These require formal approval from a Kinesiology academic advisor.

Makeup Exams

You must have a valid medical or compassionate reason for missing the final exam, and you must seek an academic consideration for this through academic advising within the School of Kinesiology.

The makeup for the final exam will be held at the beginning of January. The date, time, and location of this Special Exam will be posted to Brightspace in December.

Course/University Policies

Support Services

There are various support services around campus and these include, but are not limited to:

1. Academic Support and Engagement - <http://academicsupport.uwo.ca>
2. Wellness and Well-being - <https://www.uwo.ca/health/>
3. Registrar's Office -- <http://www.registrar.uwo.ca/>
4. Ombuds Office -- <http://www.uwo.ca/ombuds/>

The websites for Registrarial Services (<http://www.registrar.uwo.ca>), and the same for affiliated university colleges when appropriate, and any appropriate Student Support Services (including the services provided by the USC listed here: <http://westernusc.ca/services/>) and the Student Development Services, should be provided for easy access.

Students who are in emotional/mental distress should refer to Mental

Health@Western (<https://www.uwo.ca/health/>) for a complete list of options about how to obtain help.

Statement on Gender-Based and Sexual Violence

Western is committed to reducing incidents of gender-based and sexual violence and providing compassionate support to anyone who has gone through these traumatic events. If you have experienced sexual or gender-based violence (either recently or in the past), you will find information about support services for survivors, including emergency contacts at:

https://www.uwo.ca/health/student_support/survivor_support/get-help.html.

Student Code of Conduct

The purpose of the Code of Student Conduct is to define the general standard of conduct expected of students registered at Western University, provide examples of behaviour that constitutes a breach of this standard of conduct, provide examples of sanctions that may be imposed and set out the disciplinary procedures that the University will follow. For more information, visit <https://www.uwo.ca/univsec/pdf/board/code.pdf>

Absence from Course Commitments

Students must familiarize themselves with the Policy on [Academic Consideration – Undergraduate Students in First Entry Programs](#)

Students missing course work for medical, compassionate, or extenuating circumstances can request academic consideration by completing a request at the central academic consideration portal. Students are permitted one academic consideration request per course per term **without** supporting documentation. Note that supporting documentation is **always** required for academic consideration requests for examinations scheduled by the office of the registrar (e.g., December and April exams) and for practical laboratory and performance tests (typically scheduled during the last week of the term).

Students should also note that the instructor may **designate** one assessment per course per term that requires supporting documentation. This designated assessment is described elsewhere in this document. Academic consideration requests may be denied when flexibility in assessment has already been included. Examples of flexibility in assessment include when there are assessments not required for calculation of the final grade (e.g. 8 out of 10 quizzes), when there is flexibility in the submission timeframe (e.g. 72 hour no late penalty period), or when timed assessments (e.g., quizzes) are available over an extended period of time (e.g., when you are given a 72 hour time period to start – and finish – the assessment).

Please note that any academic considerations granted in this course will be determined by the instructor of this course, in consultation with the academic advisors in your Faculty of Registration, in accordance with information presented in this course syllabus. Supporting documentation for academic considerations for absences due to illness should use the [Student Medical Certificate](#) or, where that is not possible, equivalent documentation by a health care practitioner.

Accommodation for Religious Holidays

Students should review the policy for [Accommodation for Religious Holidays](#). Where a student will be unable to write examinations and term tests due to a conflicting religious holiday, they should inform their instructors as soon as possible but not later than two weeks prior to writing the examination/term test. In the case of conflict with a midterm test, students should inform their instructor as soon as possible but not later than one week prior to the midterm.

Special Examinations

A Special Examination is any examination other than the regular examination, and it may be offered only with the permission of the Dean of the Faculty in which the student is registered, in consultation with the instructor and Department Chair. Permission to write a Special Examination may be given on the basis of compassionate or medical grounds with appropriate supporting documents. To provide an opportunity for students to recover from the circumstances resulting in a Special Examination, the University has implemented Special Examination dates. The Faculty of Health Sciences has set School-specific dates for these Special Examinations. Please speak with your instructor about the date on which the Special Examination for this course will be held.

Academic Offences

Scholastic offences are taken seriously and students are directed to read the appropriate policy, specifically, the definition of what constitutes a Scholastic Offence, at the following website: http://www.uwo.ca/univsec/pdf/academic_policies/appeals/scholastic_discipline_under_grad.pdf.

Plagiarism

Student work is expected to be original. Plagiarism is a serious academic offence and could lead to a zero on the assignment in question, a zero in this course, or your expulsion from the university. You are plagiarizing if you insert a phrase, sentence or paragraph taken directly from another author without acknowledging that the work belongs to him/her. Similarly, you are plagiarizing if you paraphrase or summarize another author's ideas without acknowledging that the ideas belong to someone else. All papers may be subject to submission for textual similarity review to the commercial plagiarism detection software under license to the University for the detection of plagiarism. All papers submitted will be included as source documents in the reference database for the purpose of detecting plagiarism of papers subsequently submitted to the system. Use of the service is subject to the licensing agreement, currently between Western University and Turnitin.com (www.turnitin.com).

Use of Artificial Intelligence for the Completion of Course Work

Within this course, you may only use artificial intelligence tools (e.g., "ChatGPT") in ways that are specifically authorized by the course instructor. All submitted work must reflect your own thoughts and independent written work.

Re-submission of Previously Graded Material

Without the explicit written permission of the instructor, you may not submit any academic work for which credit has been obtained previously, or for which credit is being sought, in another course or program of study in the University or elsewhere.

Use of Statistical Pattern Recognition on Multiple Choice Exams

Computer-marked multiple-choice tests and/or exams may be subject to submission for similarity review by software that will check for unusual coincidences in answer patterns that may indicate cheating.

Accessibility Statement

Please contact the course instructor if you require material in an alternate format or if you require any other arrangements to make this course more accessible to you. You may also wish to contact Accessible Education (AE) at 661-2111 x 82147 for any specific question regarding an accommodation or review [The policy on Accommodation for Students with Disabilities](#)

Correspondence Statement

The centrally administered e-mail account provided to students will be considered the individual's official university e-mail address. It is the responsibility of the account holder to

ensure that e-mail received from the University at their official university address is attended to in a timely manner. Students are further expected to attend to announcements presented through Brightspace, and to read emails generated in this way.

Use of Electronic Devices

During Exams

Unless you have medical accommodations that require you to do so, or explicit permission from the instructor of the course, you may not use any electronic devices (e.g., cell phones, tablets, cameras, smart glass, smart watches, or iPods) during ANY tests, quizzes, midterms, examinations, or other in-class evaluations. **These devices MUST either be left at home or with your belongings at the front of the room. They MUST NOT be at your test/exam desk or in your pocket. Any student found with a prohibited device will receive an automatic grade of zero on the test or exam.**

During Lectures and Tutorials

Although you are welcome to use a computer during lecture and tutorial periods, you are expected to use the computer for scholastic purposes only, and refrain from engaging in any activities that may distract other students from learning. From time to time, your professor may ask the class to turn off all computers, to facilitate learning or discussion of the material presented in a particular class.

Copyright and Audio/Video Recording Statement

Course material produced by faculty is copyrighted and to reproduce this material for any purposes other than your own educational use contravenes Canadian Copyright Laws. Unless explicitly noted otherwise, you may not make audio or video recordings of lectures – nor may you edit, re-use, distribute, or re-broadcast any of the material posted to the course website.

Appealing a Grade Within this Course

You have the right to appeal any grade within this course. The grounds for a grade appeal may be one or more of: medical or compassionate circumstances, extenuating circumstances beyond the student's control, bias, inaccuracy, or unfairness. All grounds advanced in a request for relief must be supported by a clear and detailed explanation of the reasons for the request together with all supporting documentation.

Appeals generally proceed in this order:

1. Course instructor (informal consultation)
2. Department Chair (submission of written request)
3. The Dean of the Faculty (submission of written request)

In the case of perceived procedural unfairness, steps 2 and 3 are carried out within the Department and Faculty offering the course. In the case of extenuating medical or compassionate circumstances that impact on a grade, steps 2 and 3 are carried out within a student's Home Department and Faculty.

A request for relief against a mark or grade must be initiated with the instructor as soon as possible after the mark is issued. In the event that the instructor is not available to the student, or fails to act, or if the matter is not resolved satisfactorily with the instructor, a written request for relief must be submitted to the Chair of the Department within three weeks of the date that the mark was issued. In the case of a final grade in a course, the written request for relief must be submitted to the Chair of the department by January 31st (for first-term half courses) or June 30th (for second-term half courses or full-year courses).

Grades

Where possible assignment objectives and rubrics will be posted on OWL.

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

- November 13th, 2024 (for first term half-courses)
- November 30th, 2024 (for full-year courses)
- March 7th, 2025 (for second term half-courses)

A+	90-100	<i>One could scarcely expect better from a student at this level</i>
A	80-89	<i>Superior work that is clearly above average</i>
B	70-79	<i>Good work, meeting all requirements and eminently satisfactory</i>
C	60-69	<i>Competent work, meeting requirements</i>
D	50-59	<i>Fair work, minimally acceptable.</i>
F	below 50	<i>Fail</i>

Rounding of Grades (for example, bumping a 79 to 80%):

This is a practice some students request. The final grade documented is the grade that you have achieved. There is no rounding to the next grade level, or 'giving away' of marks. Please don't ask me to do this for you; the response will be "please review the course outline where this is presented".

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Appeals generally proceed in this order:

4. Course instructor (informal consultation)
5. Department Chair (submission of written request)
6. The Dean of the Faculty (submission of written request)

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