

SCM 188
Dare to be Different: Building Career Capital for a Global Market
Spring 2015

Instructor: Greg Benson
Phone: 865-8022
Email: bensonge@unk.edu
Office: WSTC 408C
Office Hours: As posted on office door
Required

Readings: DeFillippi, R. J., & Arthur, M. B. (1994). The boundaryless career: A competency-based perspective. *Journal of Organizational Behavior*, 15(4), 307-324.

Caligiuri, P. & Di Santo, V. (2001). Global Competence: what it is, and can it be developed through global assignments?, *Human Resource Planning*, 24(3): 27-35.

Dickmann, M., & Harris, H. (2005). Developing career capital for global careers: The role of international assignments. *Journal of World Business*, 40(4), 399-408.

Boddy, C. R. P., Ladyshewsky, R. and Galvin, P. (2010), Leaders without ethics in global business: Corporate psychopaths. *J. Publ. Aff.*, 10: 121–138. doi: 10.1002/pa.352

Zakaria, N., Amelinckx, A. and Wilemon, D. (2004), Working Together Apart? Building a Knowledge-Sharing Culture for Global Virtual Teams. *Creativity and Innovation Management*, 13: 15–29.

Marsella, A. J. (1998). Toward a 'global-community psychology': Meeting the needs of a changing world. *American Psychologist*, 53(12), 1282-1291

Additional readings as assigned by the instructor.

Purpose of General Studies

The UNK General Studies program helps students acquire knowledge and abilities to: understand the world, make connections across disciplines, and contribute to the solution of contemporary problems.

I. COURSE DESCRIPTION

This course will assist students in developing their personal “career capital” (knowing of “how”, “whom”, and “why” of their career capabilities), realize the value of unique perspectives in the global “sandbox”, and develop an understanding of how global business issues may influence future career opportunities.

II. RATIONALE

The dynamics of today’s global environment will likely have a significant impact on the career opportunities for future college graduates. As a result, there is a growing need for students early on in their academic career to begin:

- Developing their career capital for a global environment.
- Understanding the value of unique perspective in the workplace
- Understanding the importance of being true to oneself when adapting to changing expectations
- Developing the ability to separate fact from fiction when making career decisions
- Developing professional relationships in a team environment
- Understanding how international business issues may impact global career opportunities

III. LEARNING OUTCOMES

Primary Learning Outcome & Purpose of Course: *Critical Thinking Skills*

General Studies Program Level Learning Outcomes

Students can:

- Evaluate information appropriate to the task.
- Apply principles of critical thinking to demonstrate integrative learning.
- Communicate effectively in spoken form.
- Communicate effectively in written form.

- Analyze cultural issues within a global context.

General Studies Portal Learning Outcomes

Students can:

- Analyze critical issues confronting the individual and society, including a global context.
- Interpret an argument through engaged discourse within the discipline.
- Construct a cogent argument pertaining to the course topic.

IV. LEARNING OUTCOMES

Students will be able to:

- Demonstrate how one's career capital is developed.
- Explain how unique perspectives can drive innovation in a global work environment.
- Recognize the importance of being able to adapt and adjust to changing expectations.
- Explain how information can be used to make informed decisions
- Describe the importance of building professional relationships within a global team environment.
- Analyze how global business issues can influence future career opportunities

V. INSTRUCTIONAL UNITS

- Career capital
- Diverse perspectives
- Adapting to change
- Decision making
- Professionalism
- Global business issues

VI. ATTENDANCE

Students are expected to attend all meetings of classes for which they are registered, including the first and last scheduled meetings and the final examination period. Participation in official University activities, personal emergencies, and religious observances are valid reasons for absence from classes. Students attending authorized off-campus functions or required activities shall be cleared through the Office of the Senior Vice Chancellor for Academic and Student Affairs. No adverse or prejudicial effects shall result to any student with excused absences for official University activities. (Source: University of Nebraska at Kearney – Online Undergraduate Catalog)

Students will not be allowed to make-up graded, in-class assignments unless arrangements were made with the instructor (and approved) prior to the missed class

VII. EMAIL POLICY

The official email address utilized for all communications with students in this course will be the university designated email address as assigned to all students. It is the student's responsibility to ensure they are receiving email regarding this course. Students are also required to access the Blackboard section of this course for any announcements and assignments that may be posted.

VIII. EQUITABLE CLIMATE

Everyone in the class (instructor and students) is expected to conduct themselves in a professional manner. It is the policy of the University of Nebraska at Kearney to not discriminate on the basis of gender, sexual orientation, disability, race, color, religion, nationality, or ethnic origin in its educational programs.

If a student thinks that the instructor or any member of the class has said or done anything that is offensive to the student or others in the class, he/she should bring this to the instructor's attention immediately. Students are also encouraged to report such behavior to Dr. Greg Broekemier, Marketing & MIS Department Chair (broekemiergt@unk.edu).

IX. STUDENTS WITH DISABILITIES OR THOSE WHO ARE PREGNANT

Students with disabilities or those who are expecting are encouraged to contact me for a confidential discussion of their individual needs for academic accommodation. It is the policy of the University of

Nebraska at Kearney to provide flexible and individualized reasonable accommodation to students with documented disabilities or those who are pregnant. To receive accommodation services for a disability, students must be registered with UNK Disabilities Services Coordinator, David Brandt, in the Academic Success Office, 163 Memorial Student Affairs Building, 308-865-8214 or by email brandtdl@unk.edu. For those needing accommodation due to pregnancy, you need to visit with Student Health. The following link provides information for students and faculty regarding pregnancy rights. <http://www.nwlc.org/resource/pregnant-and-parenting-students-rights-faqs-college-and-graduate-students>

If you have an accommodation plan please see me as soon as possible, so we can make any arrangements necessary for your learning. No accommodations can be provided until a Reasonable Accommodation Plan is in place. Please remember, plans are not retroactive and cannot be used for assignments prior to the date of my signature. To the greatest extent possible, University Representatives, shall observe confidentiality with respect to any request for accommodation.

X. ACADEMIC INTEGRITY POLICY

The commission of, or attempt to commit any cheating and/or plagiarism, are in violation of the Standards of Conduct stated in the UNK catalog, and will be disciplined accordingly.

Students found guilty of academic dishonesty, as defined by the UNK Undergraduate Catalog, will receive a zero (0) on the assignment in question for the first violation, and will receive an "F" for the course for a second violation.

XI. ELECTRONIC DEVICES

The use of electronic devices, such as cellular phones, audible pagers, ipods, laptop computers, etc., is specifically forbidden in the classroom unless prior approval to the use of an electronic device is received from the instructor. If a student brings an electronic device to the classroom, it must be turned off once class begins.

XII. COURSE EXPECTATION

Students will demonstrate achievement of course learning objectives by completion of exams, quizzes, class participation, individual and/or group projects, oral presentations, written assignments, and other activities as assigned. Students are expected to read assigned material in advance of each class so they are prepared to participate during class.

XIII. COURSE ASSIGNMENTS AND EVALUATION

A student's course grade will determined based on the percentage of available course points earned by the student. Sources of course points available to earn include, but are not limited to:

- Written Assignments: 200 points
- Oral Presentations: 200 points
- In-class Activity 100 points
- Final Exam: 200 points

The Portal Course Rubric will be incorporated in the evaluation of all students' written presentations. All written assignments submitted must meet the rubric's "Beginning" level of performance to be accepted by the professor as a completed assignment ready for grading. Assignments that fail to meet the "Beginning" criteria will be returned to the student for additional work and revision and a grade of zero will be recorded for the assignment until the student's revised work meets the "Beginning" level of performance.

A Presentation Evaluation sheet (complete with an Explanation of Evaluation Terms document and a Guidelines for Awarding Presentation Points document) developed by the instructor will be used to evaluate all student oral presentations.

Make up of any missed assignments or other graded activities will only be allowed for extenuating circumstances and only if the student provided notice to the instructor in advance of their absence and the instructor agreed to the student's request.

XIV. GRADING SCALE

93.3 - 100	A	73.3 – 76.5	C
90.0 – 93.2	A-	70.0 – 73.2	C-
86.6 – 89.9	B+	66.6 – 69.9	D+
83.3 – 86.5	B	63.3 – 66.5	D
80.0 – 83.2	B-	60.0 – 63.2	D-
76.6 – 79.9	C+	59.9 and below	F

XIV. TENTATIVE COURSE SCHEDULE – Subject To Revision By Instructor

The course schedule is tentative. The time required to cover material may be more or less than the amount of time indicated on the “Tentative Course Schedule”. Information will be provided by the instructor in class on a timely basis regarding changes to the course schedule. It is the student’s responsibility to be aware of changes to the course schedule.

Week 1	Introduction to global career opportunity
Week 2	Developing one’s career capital
Week 3	Developing one’s career capital
Week 4	Developing one’s career capital Writing Assignment – 100 points
Week 5	Value of diverse perspectives
Week 6	Value of diverse perspectives Writing Assignment – 100 points
Week 7	Adapting to change
Week 8	Adapting to change In-class Activity – 100 points
Week 9	Decision making
Week 10	Decision making
Week 11	Professionalism
Week 12	Professionalism Oral Presentation – 100 points
Week 13	Global business issues and their influence on career opportunity
Week 14	Global business issues and their influence on career opportunity
Week 15	Global business issues and their influence on career opportunity Oral Presentation – 100 points
Week 16	Global business issues and their influence on career opportunity
Week 17 (Finals Week)	Final Exam Written Response to Take Home Final Exam Scenario – 200 points