

## MANAGEMENT & LEADERSHIP IN SPORT SPM 6158

DEPARTMENT OF SPORT MANAGEMENT  
UNIVERSITY OF FLORIDA  
FALL 2019

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<b>Course Information</b>	Section: 035A Credits: 3 Dates: Tuesday, August 20 – Wednesday, December 4 Location: Web Based
<b>Contact Information</b>	Instructor: Dr. Tavormina, Ph.D. Office: Florida Gym, Room 308 Phone: 352-294-3567 Email: atavor@ufl.edu Skype: atavor10 Office Hours: Tuesdays and Thursdays 2:00pm – 4:00pm Teaching Assistant: TBA
<b>Course Website</b>	Canvas <a href="https://elearning.ufl.edu">https://elearning.ufl.edu</a>
<b>Course Communication</b>	For any general course inquiries, please post your question in the “General Course Questions” discussion link on Canvas. For all other inquiries, please send your questions to atavor@ufl.edu and include the course prefix and number in the email.
<b>Required Books</b>	(1) Borland, J. F., Kane, G. M., & Burton, L. J. (2015). <i>Sport leadership in the 21<sup>st</sup> century</i> . Burlington, MA: Jones& Bartlett Learning. (2) Sports ManagerDISC Profile. (link will be provided on Canvas for purchase)
<b>Course Description</b>	This course examines the principles of leadership and management in the sport setting.

### Purpose of Course

This course is designed to explore the critical function of leadership in the management of sport organizations. Building from the academic foundations of industrial psychology, organizational behavior, and organizational theory, we consider the degree to which leadership is of strategic importance to organizational operations. We approach the topic from a variety of directions (including classical leadership theory, biographical studies, analyses of contemporary issues of leadership, philosophical debate, and personal experiences) and disciplines (both inside sport and out). In addition to gaining an advanced understanding of leadership theory and practice, students will consider their own approaches to leading organizations. This course will not produce new leaders. Instead, it will provide students with an environment to engage in critical thought, scholarly discourse, and philosophical debate about what it means to lead.

### Course Objectives

After successfully completing this course, students should be able to:

1. Define leadership based on myriad attributes and actions rather than position in the organization
2. Identify examples of leadership from a number of unique perspectives
3. Apply classical leadership theory to contemporary management challenges
4. Collaborate with colleagues and propose real-world solutions to contemporary sport management issues
5. Develop personal leadership philosophies designed to guide future decision making
6. Recognize the scope of their own organizational influence as leaders in the sport industry

## COURSE INFORMATION AND POLICIES

1. Please be aware that the online learning platform can sometimes present significant challenges. Unlike traditional classroom settings in which each student gets the same class at a set time and day, the online setting is available to you 24 hours a day and gives students the opportunity to tailor class to their schedule. Please note, however, this course is not entirely self-paced.
2. There are select times during which modules and course materials will be available to you. You can view each module's lectures at any time during the dates in which the module is open. However, quizzes, exams, discussion questions and other assignments will only be made available to you until the due date(s) listed. There will be no class meetings for me to remind you of important due dates so please be sure to reference the syllabus to familiarize yourself with these critical deadlines.
3. All assignments, discussions, quizzes, exams, etc. are to be submitted by 11:59pm on the date for which the item is due. Discussions, quizzes, and exams submitted after this time will not be eligible for credit.
4. There may be interactive meeting times schedule throughout the semester. These dates and times will be determined according to student and instructor availability.
5. If personal circumstances arise that interfere with your ability to meet a deadline, please let me know as soon as possible prior to the deadline. Only university accepted excuses will be accepted and documentation must be provided before make-up work is accepted. Requirements for make-up quizzes, assignments, and other work are consistent with university policy:  
<http://gradcatalog.ufl.edu/content.php?catoid=5&navoid=1054#attendance>.
6. If you experience trouble with Canvas, your browser, access to your GatorLink account, or any other relevant issues, please contact the UF Computing Help Desk (352) 392-HELP (4357). In addition, please email me immediately. When available, please be sure to send me a screenshot of the issue. I will attempt to respond to your emails within 24 business hours. Please remember to include the course prefix and number in your emails and that all correspondence must be presented in a professional manner.
7. Students with disabilities requesting accommodations must first register with the Dean of Students Office ([www.dso.ufl.edu/drc/](http://www.dso.ufl.edu/drc/)). The Dean of Students Office will provide documentation to the student who must then provide this documentation to the instructor when requesting accommodation. You must submit this documentation prior to submitting assignments for taking the quizzes or exams. Accommodations are not retroactive, therefore, students should contact the office as soon as possible in the term for which they are seeking accommodations.
8. You have up to three (3) days after the posting of a grade to contact me regarding any issues or concerns, after which the grade is final. Grades are based on a point scale and will not be rounded.
9. This syllabus represents the tentative plans and objectives for the course. As we go through the semester, plans may need to change to enhance a course learning opportunity. Such changes will be communicated clearly, and are not unusual and should be expected.

### **Academic Integrity**

Any individual who becomes aware of an honor code violation is committed to take corrective action.

Academic honesty and integrity are fundamental values of the University community. Students should be sure that they understand the UF Student Honor Code at <https://www.dso.ufl.edu/students.php>.

*Honor Code Policy:* "We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honesty and integrity by abiding the Honor Code."

### **U Matter, We Care Information**

If you or a friend is in distress, please contact [umatter@ufl.edu](mailto:umatter@ufl.edu) or 352 392-1575 so that a team member can reach out to the student.

### **Online Profile**

Please update your Canvas profile with information and a photo by the end of the first week. This is done to familiarize you with students with whom you will be sharing online time. Click on the *Setting* in the top right of Canvas, then click on *Edit Settings* in the right column, and then click on the profile pic icon to change it. You will then be able to "upload a photo" or "take a photo" and then click *Save*.

### **Written Paper Policies**

1. Written papers are to be submitted via Canvas by 11:59pm ET on the date for which the paper is due. Ten percent will be deducted for each day any paper is late, and the paper is considered late after 11:59pm ET on the due date.
2. Plagiarism includes but is not limited to stealing, misquoting, insufficiently paraphrasing, or patch-writing, submitting materials from any source without proper attribution, submitting a document, assignment, or material that, in whole or in part, is identical or substantially identical to a document or assignment the

student did not author, and self-plagiarism, which is the reuse of the Student's own submitted work, or the simultaneous submission of the student's own work, without the full and clear acknowledgment and permission of the faculty to whom it is submitted.

3. Use an APA cover page with your name, course name, title, and signature.
4. All papers MUST be APA Style. All references must be cited in-text and appear in a reference list at the end of the paper. Assignments must be paginated, 1-inch margins, double spaced and use Times New Roman 12 point font.

### Course Format

This course is an online course and all class sessions (including discussion sessions) will be delivered through Canvas. The course is organized around modules, and four units make up each module as follows:

1. Lectures
2. Readings
3. Quizzes
4. Discussion Questions

#### *Lectures, Readings and Quizzes*

Key concepts will be presented through very brief lectures at the beginning of each module. Each lecture will provide an overview of the central ideas associated with specific concepts for each module. The primary purpose of the lecture is to lay the foundation of the various concepts and topics of sport mass media. The primary purpose of the readings is to further explore the specific topics or roles that pertain to sport mass media. A quiz covering the readings for each module will be administered prior to discussions.

#### *Discussion Questions*

Discussion questions are used to weave key concepts presented in the lectures and readings into an integrated whole in order to further develop an understanding of the phenomenon in sport. To successfully complete and fully participate in the discussion questions, students will have to do the following:

- View the lectures
- Read and understand the assigned readings prior to the beginning of a discussion
- Prepare and post answers (**150-200 word limit**) to the posted discussion questions
  - Two of the ten discussion questions must be answered via video (**2-3 minutes**)
  - If not completed, the last two weeks of discussions will be counted as a 0 and cannot be dropped
- Respond to two discussions by supporting/disputing the views of others (**50-100 word limit**)

In summary, each module will include five key tasks:

1. *Watch* the lecture
2. *Read* the assigned readings
3. *Complete* the module quiz
4. *Post* written responses to the discussion questions
5. *Post* your reaction to other student's discussion answer and interact with other students

### Evaluation

<i>Assignment/Quiz</i>	<i>Points</i>	<i>Grade Breakdown</i>	
Gator-To-Gator Leadership Connections	20	186 - 200	A
Leadership Dossier (DISC Profile)	25	180 - 185.9	A-
TED Talk Presentation	25	175 - 179.9	B+
Reading Quizzes (5 points each)	40	167 - 174.9	B
Discussion Questions (5 points each)	40	160 - 166.9	B-
Exams (25 points each)	50	155 - 159.9	C+
		147 - 154.9	C
<b>Total</b>	<b>200</b>	140 - 146.9	C-
		135 - 139.9	D+
		128 - 134.9	D
		119 - 127.9	D-
		118.9 or lower	E

## PERFORMANCE EVALUATIONS

### **Leadership Dossier (Sports ManagerDISC Profile)**

Each student will complete the Sports ManagerDISC Profile, discuss the results, and use the results to develop a personal leadership growth plan by writing a mission statement for his/her life, identifying core values, showcasing his/her existing experience and professional goals, describing current leadership skills, developing a personal philosophy on leadership, and then describing an action plan for personal leadership development. (The Sports ManagerDISC Profile is an online sports assessment to support team managers, sports administrators and other professionals working in the sports industry, in their personal and professional development.) Specific assignment details and requirements will be provided via Canvas.

### **TED Talk Presentation**

Students will be responsible for presenting a 6-9 minute TED Talk to the class on a Management and Leadership in Sport topic that teaches and moves the audience. The delivery of the TED Talk should be passionate, intentional, and include a storytelling component. The Talk must be supported by the use of two research articles from the top-tier sport management research journals (specifically, *Journal of Sport Management*, *Sport Marketing Quarterly*, *Sport Management Review*, *International Journal of Sport Management*, *Journal of College Sports*, *Journal of Issues in Intercollegiate Athletics*, *International Journal of Sport Communication*, *Communication and Sport*, *European Sport Marketing Quarterly*, or *International Journal of Sport Management and Marketing*). The topic must be submitted via the Canvas *Discussion* by the due date and approved by the instructor. Students will be required to view all of the group presentations by a specific date and will be required to comment on two other TED Talks via the *Discussions* link. Specific assignment details, requirements, and examples will be provided via Canvas.

### **Gator-To-Gator Leadership Connections**

Students will explore leadership strategies through authentic interactions with alumni/ae, while learning about leadership in the real world. Each student will be assigned two UF TRSM alums. During the first few weeks of the semester, alums will be identified based upon goals and field of interest. You will be required to initiate communication with your matches and have two (2) conversations with the alums. The first will be a “get to know you” conversation, and you will submit an “alumni profile” on each alum. The second will be a semi-structured interview on “leadership in the real world”, and you will submit (1) a 100-word summary of takeaways from the conversation, and (2) a paper highlighting themes from the conversation, comparing those to themes you have discussed/read in the course. Then, you will be responsible for presenting a 5-6 minute presentation based on your interactions with your alumni. Specific assignment details and requirements will be provided via Canvas.

### **Reading Quizzes**

There will be ten reading quizzes throughout the semester, and the two lowest grades will be dropped. Reading quizzes will consist of 5 questions and you will have 8 minutes to complete them. Reading quizzes will be available Wednesday to Saturday via Canvas and are due by 11:59pm ET Saturday; however, you only get one opportunity to complete it. Reading quizzes are *open* notes. We are not responsible for computer/connection errors, so please make sure you use a reliable computer with a secure connection and take the quizzes earlier in the day to leave you more time in case there is an issue. If you do have technical difficulties, be sure to contact Learning Support Services and email me immediately with a screenshot of the issue.

### **Discussion Questions**

There will be ten discussion questions throughout the semester, and the two lowest grades for each student will be dropped. The discussion questions will pertain to both lecture and reading materials for that week. The discussion questions will be available to you and answered in the *Discussions* link via Canvas. For every week discussion questions are due, each student must answer the questions in 150-200 words in combined length by Friday and post reactions that are 50-100 words in length each to at least two other students' posts by Sunday. For two of the discussions, the discussion questions (not reactions) must be answered by recording a 2-3 minute video recording via the “Upload/Record Media” icon in the *Discussions* link via Canvas. If not completed, the last two discussions will be counted as a 0.

### **Exams**

There will be two exams throughout the semester. The exams will consist of 5-7 short answer questions and you will have 40 minutes to complete them. Exams will be available for a four day period via Canvas and are due by 11:59pm ET on the due date; however, you only get one opportunity to complete it. Exams are *closed* notes. Please make sure you use a reliable computer with a secure connection and take the exams earlier in the day in case there is an issue because we cannot be responsible for technology errors. If you have technical difficulties, be sure to contact Learning Support Services and email me immediately with a screenshot of the issue.

**SPM 6158 FALL 2019 COURSE SCHEDULE**

<b>MODULE I</b>		
<b>Week 1</b>		
Watch	Introduction Lecture	Wednesday, August 21
Read	Chapter 2 & Articles	Wednesday, August 21
Post	Student Introduction Video in Canvas <i>Discussions</i>	Friday, August 23
Watch	Student Introductions	Sunday, August 25
<b>Week 2</b>		
Watch	Lecture 1 – Leadership Theories	Wednesday, August 28
Read	Chapter 1 & Articles	Wednesday, August 28
Post	Discussion Question 1 Response	Friday, August 30
Complete	Reading Quiz 1	Saturday, August 31
Post	Reaction to Other Student’s Discussion Answer	Sunday, September 1
Watch	Gator-To-Gator Leadership Connections Introduction Lecture(s)	Sunday, September 1
<b>Week 3</b>		
Watch	Sports ManagerDISC Profile Videos	Wednesday, September 4
Watch	Leadership Dossier Lecture	Wednesday, September 4
Complete	Sports ManagerDISC Profile	Friday, September 6
Submit	Leadership Dossier (Sports ManagerDISC Profile)	Sunday, September 8
<b>Week 4</b>		
Watch	Lecture 2 – Leadership Styles	Wednesday, September 11
Read	Chapter 3 & Articles	Wednesday, September 11
Post	Discussion Question 2 Response	Friday, September 13
Complete	Reading Quiz 2	Saturday, September 14
Post	Reaction to Other Student’s Discussion Answer	Sunday, September 15
Watch	Gator-To-Gator Leadership Connections “Fundamentals” Lecture	Sunday, September 15
<b>Week 5</b>		
Watch	Lecture 3 – The Necessary Skill Sets	Wednesday, September 18
Read	Chapter 4 & Articles	Wednesday, September 18
Post	Discussion Question 3 Response	Friday, September 20
Complete	Reading Quiz 3	Saturday, September 21
Post	Reaction to Other Student’s Discussion Answer	Sunday, September 22
Contact	Gator-To-Gator Leadership Connections Alums	Sunday, September 22
<b>Week 6</b>		
Watch	Lecture 4 – Communication that Motivates	Wednesday, September 25
Read	Chapter 5 & Articles	Wednesday, September 25
Post	Discussion Question 4 Response	Friday, September 27
Complete	Reading Quiz 4	Saturday, September 28
Post	Reaction to Other Student’s Discussion Answer	Sunday, September 29
<b>Week 7</b>		
Watch	Lecture 5 – Strategy and Leadership	Wednesday, October 2
Read	Chapter 7 & Articles	Wednesday, October 2
Post	Discussion Question 5 Response	Friday, October 4
Complete	Reading Quiz 5	Saturday, October 5
Post	Reaction to Other Student’s Discussion Answer	Sunday, October 6
<b>Week 8</b>		
Complete	Exam 1	Sunday, October 13
Submit	Gator-To-Gator Leadership Connections Alumni Profiles	Sunday, October 13

<b>MODULE II</b>		
<b>Week 9</b>		
Watch	Lecture 6 – Forging Significant Change	Wednesday, October 16
Read	Chapter 8 & Articles	Wednesday, October 16
Post	Discussion Question 6 Response	Friday, October 18
Complete	Reading Quiz 6	Saturday, October 19
Post	Reaction to Other Student’s Discussion Answer	Sunday, October 20
<b>Week 10</b>		
Watch	Lecture 7 – Fostering Innovation	Wednesday, October 23
Read	Chapter 9 & Articles	Wednesday, October 23
Post	Discussion Question 7 Response	Friday, October 25
Complete	Reading Quiz 7	Saturday, October 26
Post	Reaction to Other Student’s Discussion Answer	Sunday, October 27
Submit	Topic for TED Talk Presentation	Sunday, October 27
<b>Week 11</b>		
Watch	Lecture 8 – Crisis and Conflict	Wednesday, October 30
Read	Chapter 10 & Articles	Wednesday, October 30
Post	Discussion Question 8 Response	Friday, November 1
Complete	Reading Quiz 8	Saturday, November 2
Post	Reaction to Other Student’s Discussion Answer	Sunday, November 3
<b>Week 12</b>		
Watch	Lecture 9 – Team Leadership and Group Dynamics	Wednesday, November 6
Read	Chapter 11 & Articles	Wednesday, November 6
Post	Discussion Question 9 Response	Friday, November 8
Complete	Reading Quiz 9	Saturday, November 9
Post	Reaction to Other Student’s Discussion Answer	Sunday, November 10
Submit	Gator-To-Gator Leadership Connections Takeaways	Sunday, November 10
Submit	Gator-To-Gator Leadership Connections Paper	Sunday, November 10
<b>Week 13</b>		
Watch	Lecture 10 – Addressing Leadership Discrimination in Sport	Wednesday, November 13
Read	Chapter 13-14 & Articles	Wednesday, November 13
Post	Discussion Question 10 Response	Friday, November 15
Complete	Reading Quiz 10	Saturday, November 16
Post	Reaction to Other Student’s Discussion Answer	Sunday, November 17
Post	Gator-To-Gator Leadership Connections Presentation	Sunday, November 17
<b>Week 14</b>		
Post	TED Talk Presentation	Wednesday, November 20
Watch	All TED Talk Presentations	Sunday, November 24
Post	Responses to TED Talk Presentations	Sunday, November 24
<b>Week 15</b>		
Enjoy	<i>No Classes – Thanksgiving Break</i>	November 27-30
<b>Week 16</b>		
Complete	Exam 2	Wednesday, December 4