

# Team Building and Group Communication Syllabus

COMM 382 Team building and group communication, Spring 2025

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<b>Office Location</b>	TBD	<b>Email</b>	jh929@evansville.edu
<b>Course Meeting Days and Time</b>	Jennifer S. Hallett, Ph.D.	<b>Student Drop-In Office Hours</b>	Mondays and Wednesdays 11am-1pm
<b>Course Mode</b>	In person		

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## Course Information

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### Catalog Description:

Theoretical foundations and practical skills for examining and applying communication principles in groups. Surveys concepts such as cohesiveness, leadership, groupthink, deviance, networks, choice shift, and brainstorming as they relate to communication.

Prerequisite: COMM 130 or permission of instructor.

### Credit Hour Policy Statement:

**Standard lecture:** This class meets the federal credit hour policy of 1 hour of class with an expected 2 hours of additional student work outside of class each week for approximately 15 weeks for each hour of credit, or a total of 45-75 total hours for each credit.

### Course Learning Outcomes:

- use various theories of group dynamics to explain group communication
- explain role emergence in groups, and be able to identify the various emergent roles
- explain similarities and differences between various perspectives on leadership
- explain cohesiveness in groups, and identify methods of building group cohesion
- identify how communication patterns, norms, and roles structure the group communication process
- recognize the role of power in the small group decision-making process
- understand how diversity can influence group communication

### Required Materials:

Levi, D. & Askay, D. A. (2020). *Group dynamics for teams*, 6th ed. Sage.

### Methods of Instructions:

This course will be delivered through lecture, discussion, in-class activities, written and oral assignments.

**Withdrawal and Attendance policies:**

Harlaxton College expects regular class attendance by all students. Students are considered sufficiently mature to appreciate the necessity of regular and punctual attendance, to accept this personal responsibility and to accept the consequences of failure to attend. When absences occur due to emergency or medical reasons, students are expected to notify their instructors of the absence prior to class or to seek the assistance of the College nurse or a member of the Student Experience Team for help in notifying instructors.

Instructors have the authority to grant excused absences for medical, psychological, or personal reasons upon review of appropriate documentation and professional recommendation supporting such a request. In the event of long-term illness, reasonable accommodations will be made to allow a student to complete a course. In these cases, the Dean will need to approve the long term nature of the accommodation.

The Dean of Harlaxton College has the authority to grant excused absences for medical, psychological, or personal reasons.

Each instructor is expected to maintain an attendance policy in keeping with the nature of the Harlaxton program and may consider it in evaluating performance in their courses.

**Policy Governing Unexcused Absences:**

Harlaxton College operates an attendance policy that is binding on all faculty and students. The number of unexcused absences that are allowed before incurring a penalty is related to the number of times a class meets each week. For courses which meet three times a week, students are allowed a maximum of three unexcused absences during the semester without attracting penalty points. For courses meeting twice a week two such absences are permitted, and for courses meeting once a week a single absence is allowed. Additional unexcused absences will attract a grade penalty.

Penalty: upon the third unexcused absence, a full letter grade (A to B) will be deducted from the earned course grade at the end of the term. For each subsequent unexcused absence, an additional third-letter grade (A- to B+) will be deducted from the earned course grade at the end of the term.

**Policy Governing Excused Absences.**

- Excused absences are not given to facilitate student travel independent of College-sponsored travel.
- Students may be permitted to miss class because of participation in academic field trips.
- Instructors must co-ordinate and confirm academic fieldtrips with the Dean, prior to the commencement of the Semester to ensure their inclusion in the Semester timetable.

- Where authorization for an academic fieldtrip is requested after the commencement of the semester, the request must be submitted to the Dean.

The following information is required:

- Purpose and brief description of the official Harlaxton event or academic fieldtrip.
- Dates, location, and times (as applicable).
- Alphabetical list of students involved [Last Name/First Name] along with their student identification number.

If approval is granted:

- Instructors affected will be notified at least one week prior to the class period during which absence is anticipated, or as soon as possible.
- Missed class time due to student participation is to be considered an excused absence.
- The grade of a student may not be lowered in any class due to excused absences.
- It is the student's responsibility - to take the initiative by consulting with their instructors before the absence occurs, and - to do what is required by the instructor to make up all missed assignments and/or examinations.
- Instructors are required to assist students in these occasional situations of excused absences.

#### **Grading Criteria:**

- Attendance and engagement 10%
- Preparation and Homework: 50%
  - May include project
- Exams 40%

#### **Honor Code:**

All students at the University of Evansville agree to the University honor code: *I will neither give nor receive unauthorized aid, nor will I tolerate an environment that condones the use of unauthorized aid.*

Examples of unauthorized aid include use of any source other than your own creative ideas in the process of completing this course without citing those sources (plagiarism, self-plagiarism); submitting for credit any work completed by any other person than you (buying papers, having papers written for you); or accessing information not expressly provided to you by the instructor during any exam (cheat sheets, copying from another student, stealing test answers). The examples I've given here are for explanatory purposes and do not constitute an exhaustive list of ways to violate the honor code.

#### **Course AI Policy:**

*If AI is permitted in specific circumstances:*

In this course, submission of any work that is not entirely your own is considered academic dishonesty unless otherwise specified. This means that the use of generative AI tools is prohibited, except for certain assignments for which you are given specific guidelines and examples of appropriate AI use. When permitted, you must clearly identify and cite the AI tools used. Submitting AI-generated work as your own constitutes a violation of academic integrity as an example of unauthorized aid.

Course Schedule:

<b>*Tentative Schedule subject to change as instructor deems necessary</b>
<b>Week One January 14 &amp; 16</b>
<i>Week's reading: Levi &amp; Askay Chapter 1: Understanding Teams</i> HW due: Ch 1 Survey Attitudes toward teamwork due In class: Team activity and forming
<b>Week Two January 21 &amp; 23</b>
<i>Week's reading: Levi &amp; Askay Chapter 2: Defining Team Success; Chapter 3: Team Beginnings</i> HW due: Ch 2: understanding team success; Ch 3: Team Leadership Challenge 3
<b>Week Three January 28 &amp; 30</b>
<i>Week's reading: Levi &amp; Askay Chapter 4 Understanding the Basic Team Processes; Chapter 5: Cooperation and Competition</i> HW due Ch 4: Analysis tracking teamwork beh; Ch 5 Survey: Cooperative, competitive or individualistic orientation
<b>Week Four February 4 &amp; 6</b>
<i>Week's reading: Levi &amp; Askay Chapter 6 Communication</i> HW due Ch 6: Survey Team Emotional Intelligence
<b>Week Five February 11 &amp; 13</b>
<b>Exam I</b> <i>Week's reading Levi &amp; Askay Chapter 7: Managing Conflict</i> HW due Ch 7: Team Leadership Challenge 7
<b>Week Six February 18 &amp; 20</b>
<i>Week's reading: Levi &amp; Askay Chapter 8: Social Influence and Power; Chapter 9: Decision Making</i> HW due Ch 8: Team Leadership Challenge 8; Ch 9: Team Leadership Challenge 9
<b>Week Seven February 25 &amp; 27</b>
<i>Week's reading: Levi &amp; Askay Chapter 10: Leadership and Followership</i> HW due Ch 10: Survey Leadership styles
<b>Week Eight March 4 and March 6</b>
Spring Break; no class meetings.
<b>Week Nine March 11 and March 13</b>
<i>Week's reading: Levi &amp; Askay Chapter 11: Problem Solving; Chapter 12: Creativity, Innovation and Design Thinking</i> HW due Team Leadership Challenge 11; Team Leadership Challenge 12
<b>Week Ten March 18 &amp; 20</b>
<i>Week's reading: Levi &amp; Askay Chapter 13: Diversity and Inclusion</i> HW Ch 13: Survey Work Group Inclusion
<b>Exam II</b>
<b>Week Eleven March 25 &amp; 27</b>
<i>Week's reading: Levi &amp; Askay Chapter 14: Team, Organizational, and International Culture</i> HW due ch 14 Activity: Evaluating a team's culture and cultural context
<b>Week Twelve April 1 &amp; 3</b>

<p><i>Week's reading: Levi &amp; Askay Chapter 15: Virtuality and Teamwork; Chapter 16: Evaluating and Rewarding Team Performance</i></p> <p><b>HW due ch 15: Team leadership challenge 15; Ch 16 survey: individual vs. team rewards</b></p>
<p><b>Week Thirteen April 8 &amp; 10</b></p>
<p><i>Week's reading: Media and Culture; Levi &amp; Askay Chapter 17: Team Development Interventions</i></p> <p><b>HW due ch 17 Activity: appreciative inquiry of teamwork</b></p>
<p><b>Week Fourteen April 15 &amp; 17</b></p>
<p><b>Class debrief</b></p> <p><b>Exam III</b></p>
<p><b>Week Fifteen April 22 &amp; 24</b></p>
<p><b>Portfolios due</b></p> <p><b>Presentations</b></p>

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### University Policy Statements

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#### Disability Policy:

The University of Evansville is committed to providing an accessible and supportive environment for students with disabilities. It is the policy and practice of the University of Evansville to make reasonable accommodations for students with properly documented disabilities. Students should contact Disability Services at 812-488-2663 to seek services or accommodations for disabilities. Written notification to faculty from Disability Services is required for academic accommodations.

#### Institutional Equity and Title IX

UE is committed to fostering an atmosphere free from harassment and creating an inclusive campus for all members of the University community regardless of their sex, sexual orientation, gender identity, race, religion, ethnicity, country of origin, ability, or veteran status. All Faculty members are considered Responsible Employees and required to report instances of discrimination, harassment, or sexual violence to the Office of Institutional Equity

You may also choose to speak to a Confidential Resource about your experience. Confidential Resources at the University include:

Counseling Services: 812-488-2663, [counselingservices@evansville.edu](mailto:counselingservices@evansville.edu)

Crayton E. and Ellen Mann Health Center: 812-488-2033, [healthcenter@evansville.edu](mailto:healthcenter@evansville.edu)

Spiritual Formation Coordinator: 812- 488-5265, [spiritualformation@evansville.edu](mailto:spiritualformation@evansville.edu)

If you or someone you know has been harassed, assaulted, or discriminated against you can find the appropriate resources by contacting the Assistant Director of Institutional Equity and Title IX Coordinator: email [titleix@evansville.edu](mailto:titleix@evansville.edu) ; phone (812) 488-5261. For more information visit <https://www.evansville.edu/offices/titleix/policy.cfm> .

#### Non-discrimination Statement

The University of Evansville expects all members of its community to treat each other with respect and civility. Harassing behaviors directed towards any member of our community will not be tolerated. As part of its commitment to non-discrimination, the University specifically prohibits harassment based on any other characteristics set forth in its nondiscrimination statement as follows: including race, color, gender, gender identity and expression, sexual orientation, creed or religion, national origin, age, disability, veteran status and all federally

protected groups/classes. Any form of harassment undermines the mission of the University and negatively impacts the University community as a whole. For more information contact the [Center for Inclusive Excellence](#).

### **Campus Safety**

All members of the UE community are automatically enrolled in the Ace Alerts Emergency Alert System. When the system is activated, emergency notification information is sent in the following manner: calls to campus IP phones, text messages, emails, campus housing speaker system, active threat sirens (non-weather related), digital signage, and AlertUS desktop on campus-owned computers.

**To contact the Office of Public Safety:**

**Emergencies:** 812-488-6911

**Non-emergencies:** 812-488-2051

### **Complaints, Grievances, and Appeals**

The University of Evansville seeks to resolve all student concerns in a timely and effective manner through policies and processes documented in the University [Course Catalog](#) and [Student Handbook](#).

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## **Student Resources**

Access the links below to connect with departments and resources that are here to support all UE students.

**Academic Services:** Contact the Center for Academic Advising to connect with academic support services including supplemental instruction, tutoring, and time management and study skills help.

**Blackboard Guides:** Blackboard is the University of Evansville's course management system for online courses. Guides on using Blackboard can be found within [MyUE](#).

**Writing Center :** The Writing Center provides access to writing resources, appointments for one-on-one writing help, and assistance with any stage of the writing process.

**Counseling Services:** Counseling Services provides general, short-term counseling that assists students in identifying barriers and setting goals while improving coping strategies to achieve personal and academic goals.

**University Libraries:** Conduct research, access resources, and contact librarians for any research related help.