Texas A&M University - Corpus Christi

College of Nursing and Health Sciences

NURS 5261 Human Capital Management

Syllabus

Summer 2019

FACULTY: Miguel Perez III, MSHCA

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OFFICE HOURS: By Appointment https://meetme.so/MiguelPerezIII

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CREDITS: semester hours (3:0)

COURSE DESCRIPTION: Students will explore internal and external issues influencing organizational decisions and policies affecting human capital. Critical human capital functions will be addressed to provide a solid understanding of the many issues confronting the nurse leader.

COURSE OBJECTIVES:

Upon completing this course, students will be able to

1. Examine the legal and ethical environment of human resource management and its impact at both the organization and individual levels.

2. Analyze issues related to labor relations from a human resource perspective.

3. Describe critical processes for attracting, developing and retaining key personnel.

4. Explore select tools for human capital development and performance management.

5. Evaluate regulatory mechanisms and their role on safety and health effectively managing human capital.

REQUIRED TEXTS AND RESOURCES:


Expectations for class
Students are responsible for active participation in the classroom and on the Blackboard site for the course. This will require students to log on to the site frequently, and to complete all assignments. Communication will be in classroom and via TAMUCC e-mail and discussion board. If you experience difficulties with Blackboard be sure to contact the help desk TAMUCC Island Online Help Desk at (361)825-2825 or long distance 1-866-353-2491, or iol.support@tamu.edu.

Course Requirement and Evaluation

Class participation: Participation in class and on-line discussions is required. Students are expected to post individual responses to the topics identified in Blackboard, and to provide thoughtful comments to at least two other student’s posting. Postings should reflect original thought based on textbook readings as well as related articles. Citations and references required.

Assignments
Assignments and papers should be submitted on-line via Blackboard using the Assignments tool. Students will also post the Power Point from the final paper on the discussion board so that all students can review and critique. Assignments submitted late will have points deducted, at the discretion of the course faculty. No assignment will be accepted if late for more than one week.

Grading
Grades will be based on the following assignments:

1. Discussion postings to assigned topics.

2. Graded assignments including objective exams/quizzes designed to test your understanding of the information technology issues covered in the class.

3. Specific written project requirements and will be discussed in class and posted on Blackboard. Students will submit written assignments into turnitin.com for grading. Instructions will be posted in Blackboard.

4. Final Exam scheduled during last week of course. Final Exam will be posted in Blackboard.
Grade Scale

| 90 - 100 = A | 74 - 67 = D |
| 83 - 89 = B | 66 and below = F |
| 75 – 82 = C |

Plagiarism:

The highest standards of academic honesty are expected from the student. Faculty adheres to the University policy regarding academic honesty as published in the University Catalog. Refer to APA Manual, p. 95-98 for the proper way to use and cite quoted material.

Plagiarism means to steal and pass off the work of another as one’s own work. It usually results from bad paraphrasing or improper referencing. The substitution of a few changes from those of the original author and forgetting to use quotation marks, and reference citation are technically considered plagiarism. The only safe way to paraphrase is to read the original over several times and then write your conception of what you have read without looking at the original. In other words, when paraphrasing, keep the source book closed! (Wilson, p. 523)


POLICIES:

Evaluation Input From Students

The faculty of the College of Nursing and Health Sciences places great value on evaluative input from students. Evaluation of courses, instructors and clinical facilities provides the College with important data which is used to strengthen the program. Data is analyzed as to trends and themes and is important to curriculum and sequencing decisions. All evaluations for courses posted are online. The online mechanism allows us the opportunity to tabulate and store information in order to analyze trends within the curriculum. Please be assured that this information is secured and not released until after grades are submitted. No names are available to faculty. In order to garner some reliability and validity, the College must have representative data from the student population. That representation, based on the literature, has been set at 70%. The College is anticipating that students will thoughtfully participate in the evaluation process which will assist the faculty with the growth of the program. A link to evaluations will be available on Blackboard toward the end of the semester. Thank you in advance for your assistance with the evaluation process.

Academic Integrity and Honesty

It is expected that University students will demonstrate a high level of maturity, self-direction, and ability to manage their own affairs. Students are viewed as individuals who possess the
qualities of worth, dignity, and the capacity for self-direction in personal behavior. University students are expected to conduct themselves in accordance with the highest standards of academic honesty. Academic misconduct for which a student is subject to a penalty includes all forms of cheating, such as illicit possession of examinations or examination materials, forgery, or plagiarism. (Plagiarism is intentionally, knowingly, or carelessly presenting the work of another as one’s own). Please see the following sites for additional information:

University Student Handbook and Code of Conduct: http://www.tamucc.edu/~students

University catalog related to academic integrity and honesty: http://catalog.tamucc.edu/


Students with Disabilities

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you believe you have a disability requiring an accommodation, please contact the Disability Services Office at 361.825.5816 or visit the office in CCH 116. If you are a returning veteran and are experiencing cognitive and/or physical access issues in the classroom or on campus, please contact the Disabilities Services office for assistance at (361) 825-5816.

Title IX

As part of the Texas A & M Corpus Christi University policy, pregnant students are urged to contact the Title IX office for facilitation of academic issues impacted by pregnancy, delivery and subsequent complications. Contact information: Mr. Samuel Ramirez, Title IX Coordinator or Ms. Rosie Ruiz, Deputy Title IX Coordinator (825-5826).

Active Military Duty

Active duty military personnel, military spouses, and veterans with special circumstances (eg: deployment, drill requirements, disabilities) are welcome and encouraged to communicate these, in advance if possible, to the course and clinical instructor.

Grade Appeals Process

The College of Nursing and Health Sciences (CONHS) adheres to the University’s student grade appeal procedures described in Section 13.02.99.C2.01 (revised May, 2013) and follows those

Support Services

Students are encouraged to seek faculty assistance in accessing University Services, including tutoring, health services, personal counseling, degree counseling, financial aid, learning resources, job/work placement, career guidance, and computer/technical support/instruction. If a student is interested in other support services provided by the University, the student is encouraged by the College of Nursing and Health Sciences and the University to seek these services.