



**Chaminade**  
**University**  
OF HONOLULU

**EDUC 744 Course Syllabus**

3140 Waiialae Avenue - Honolulu, HI 96816

[www.chaminade.edu](http://www.chaminade.edu)

**Course Number:** EDUC 744

**Course Title:** Managing Communication and Personnel Issues

**School/Division:** School of Education and Behavioral Sciences

**Term:** Winter 2022 / January 10 – March 21

**Instructor Name:** James R. Aiona, Jr., J.D.

**Email:** james.aiona@chaminade.edu

**Virtual Office Hours:** Available by appointment

**University Course Catalog Description**

Focuses on communicating effectively as a manager. Students will increase their application of the vital role of managerial communication in managing personnel through a series of exercises and assignments.

**Conceptual Framework**

The Education Division's Conceptual Framework is based upon a set of beliefs that flow from the University's vision and mission statements, the Division's vision and mission statements, and the core academic beliefs of Chaminade University. These values and beliefs are based on the Catholic Marianist principles; a commitment to mentor teacher and educational leader candidates to their fullest potential; a commitment to teaching, scholarship and research; and a commitment to serve the university and the larger community.

**Education Division Mission Statement**

The Education Division's mission is to foster the development of knowledgeable, proficient, and reflective teachers and educational leaders. Our programs are based in the liberal arts tradition, Catholic Marianist values, current research, best practice, and professional standards. In this context we develop educators who demonstrate ethical, effective and culturally responsive practices, and a commitment to building a just and peaceful society.

**Marianist Values**

1. Educate for formation in faith
2. Provide an integral quality education
3. Educate in family spirit
4. Educate for service, justice and peace
5. Educate for adaptation and change

**Program Learning Outcomes (PLO)**

1. Describe the impact of socio-economic, legal, and ethical factors at an educational setting that promotes service, justice, and peace in a multi-cultural learning environment.
2. Synthesize best practices and evidence-based research into the effective operations of a campus that are relevant, integral, and essential to the success of a school.
3. Define a vision for a school and organizational change processes that work towards providing an excellent education, promoting student learning, and the development of the whole person.
4. Examine effective skills in promoting a positive school culture for all and the means for adaptation and change.

5. Articulate collaboration and communication with various internal/external stakeholders associated with a school setting.

**Course Learning Outcomes (CLO)**

1. Acquire an understanding and working knowledge of communication and how it applies to your working environment. (PLO #5)
2. Identify the strengths and weaknesses of one’s communication skills, techniques, and strategies for your working environment. (PLO #5)
3. Demonstrate an ability to engage in effective communication with the various audiences/constituencies in your working environment. (PLO #5)
4. Recognize the knowledge, skills, understanding, and ability to identify personnel issues in your working environment. (PLO #4, #5)
5. Apply effective communication and managerial techniques to personnel issues in your working environment. (PLO #5)

**Learning Materials**

There is no assigned text. You will be provided with references to written resources, video discussion, live video conferences, and virtual discussion on the programs subject matter.

**Assessment**

Assignments	Max Points
Live Video (Zoom) Sessions (5 x 6 points)	30
Discussions (3 x 4 points)	12
Case Scenarios (6 x 7 points)	42
Signature assignment	16
<b>Total</b>	<b>100</b>

There will be a weekly discussion topic and case scenario. Your grade for our Live Video (Zoom) Conferences and Threaded and Written Discussion will be determined by the **extent of your involvement and participation** in the assigned weekly discussion topic, as well as your ability to articulate your thoughts, opinions, and arguments clearly and persuasively.

Your grade for Case Scenarios will be determined by the following written standards:

1. Correct grammar, spelling, punctuation, and sentence structure.
2. Clear, complete, and effective content.
3. Proper citation of sources used in assignments.

The *Final (Signature) Assignment* will be given on the last week of the course. It will be an assignment that will challenge your ability to employ effective and creative methods of communication to a case study that will incorporate the material, lessons, discussion, and content of the previous weeks, in addition to your ability to demonstrate your written and verbal communication skills, techniques and strategies.

A Grading Rubric is provided in the Module Section (under Course Material) of Canvas.

Failure to complete all assignments on its stated date and time **will result in a reduction** of your Grade.

**Grading scale**

100-90%	A
89-80%	B

79-70%	C
69-60%	D
59-0%	F

### Schedule

Week	Topic	Assignments
Week 1 1/10 – 1/16	Introduction	-Discussion #1 -Case Scenario #1
Weeks 2 & 3 1/17 – 1/30	Communication	-Discussion #2 -Live Video (Zoom) Session #1 -Case Scenario #2
Week 4 1/31 – 2/6	Communication Strategy/ Motivational Strategy	-Live Video (Zoom) Session #2 -Case Scenario #3
Weeks 5 & 6 2/7 – 2/20	Personnel Management, Recruitment, Hiring and Retention	-Discussion #3 -Live Video (Zoom) Session #3 -Case Scenario #4
Week 7 2/21 – 2/27	Personnel/Diversity in Personal Beliefs, Faith, Politics and Social Justice	-Live Video (Zoom) Session #4 -Case Scenario #5
Weeks 8 & 9 2/28 – 3/13	Personnel/Social Media and Communication in the Digital Age	-Live Video (Zoom) Session #5 -Case Scenario #6
Week 10 3/14 – 3/21		-Signature Assignment

May be subject to change based on the dynamics of current events.

### Online Course Guidelines

- Our main online learning management system (LMS) platform utilizes Canvas. Please make sure to review the Student Tutorial located on your course dashboard regarding instructions on accessing and submitting materials and assignments. Also, if you have any questions, please make sure to contact me and I can assist you on navigating the course. We will also utilize Zoom or a similar platform for live online class sessions if the need arises.
- Netiquette Guidelines: Students should communicate with each other using the same common courtesy, politeness, and appropriate online behaviors as we would in a face-to-face environment: a) Respect the opinions of others and their right to disagree; b) Keep replies and comments focused on the relevant topic; d) Post discussions and assignments in a timely fashion so that others can have sufficient time to review and reply.
- Discussion Participation: Class participation is a very important part of the learning process in this course. You will be evaluated on the quality of your contributions and insights. Quality comments possess one or more of the following properties: Offers a different and unique, but relevant, perspective; contributes to moving the discussion and analysis forward; transcends simply stating “I agree,” and demonstrates some reflective in-depth thinking.

## **Writing Standards**

All work submitted by Chaminade University students must meet the following writing standards.

Written assignments should:

1. Use correctly the grammar, spelling, punctuation, and sentence structure of Standard Written English.
2. Develop ideas, themes, and main points coherently and concisely.
3. Adopt modes and styles appropriate to their purpose and audience.
4. Be clear, complete, and effective.
5. Carefully analyze and synthesize material and ideas borrowed from sources. In addition, the sources of the borrowed material should be correctly acknowledged to avoid plagiarism (see Plagiarism).

## **Academic Honesty**

Violations of the Honor Code are serious. They harm other students, your professor, and the integrity of the University. Alleged violations will be referred to the Office of Judicial Affairs. If found guilty of plagiarism, a student might receive a range of penalties, including failure of an assignment, failure of an assignment and withholding of the final course grade until a paper is turned in on the topic of plagiarism, failure of the course, or suspension from the University.

Violations of Academic Integrity: Violations of the principle include, but are not limited to:

- Cheating: Intentionally using or attempting to use unauthorized materials, information, notes, study aids, or other devices in any academic exercise.
- Fabrication and Falsification: Intentional and unauthorized alteration or invention of any information or citation in an academic exercise. Falsification is a matter of inventing or counterfeiting information for use in any academic exercise.
- Multiple Submissions: The submission of substantial portions of the same academic work for credit (including oral reports) more than once without authorization.
- Plagiarism: Intentionally or knowingly presenting the work of another as one's own (i.e., without proper acknowledgment of the source).
- Abuse of Academic Materials: Intentionally or knowingly destroying, stealing, or making inaccessible library or other academic resource materials.
- Complicity in Academic Dishonesty: Intentionally or knowingly helping or attempting to help another to commit an act of academic dishonesty.

Plagiarism includes, but is not limited to:

- Copying or borrowing liberally from someone else's work without his/her knowledge or permission; or with his/her knowledge or permission and turning it in as your own work.
- Copying of someone else's exam or paper.
- Allowing someone to turn in your work as his or her own.
- Not providing adequate references for cited work.
- Copying and pasting large quotes or passages without properly citing them.

## **Title IX Compliance**

Chaminade University of Honolulu recognizes the inherent dignity of all individuals and promotes respect for all people. Sexual misconduct, physical and/or psychological abuse will NOT be tolerated at CUH. If you have been the victim of sexual misconduct, physical and/or psychological abuse, we encourage you to report this matter promptly. As a faculty member, I am interested in promoting a safe and healthy environment, and should I learn of any sexual misconduct, physical and/or psychological abuse, I must report the matter to the Title IX Coordinator. If you or someone you know has been harassed or assaulted,

you can find the appropriate resources by visiting Campus Ministry, the Dean of Students Office, the Counseling Center, or the Office for Compliance and Personnel Services.

### **Disability Access**

The University is committed to providing reasonable accommodations for all persons with disabilities. This syllabus is available in alternate formats upon request. Students who need accommodations must be registered with Student Disability Services. Students with special needs who meet criteria for the Americans with Disabilities Act (ADA) provisions must provide written documentation of the need for accommodations to Kokua Ike: Center for Student Learning by the end of week three of the class, in order for the instructor to plan accordingly. Failure to provide written documentation will prevent your instructor from making the necessary accommodations. If you would like to determine if you meet the criteria for accommodations, contact [ada@chaminade.edu](mailto:ada@chaminade.edu).

### **Attendance Policy**

As stated in the Chaminade University Catalog, students are expected to attend all classes for courses in which they are registered. Students are expected to attend all classes in which they are registered. The student should notify their instructors when illness or other extenuating circumstances prevents them from attending class and make arrangements to complete missed assignments. Not meeting the attendance requirements may result in lowering of the grade, withdrawal from the course, or failing the course. The instructor will specify and enforce expectations for online participation and receipt of assignments appropriate to the design of the course.

### **Excused Absences**

Since it is expected that students will participate in all class sessions, excused absences are only granted in exceptional situations where evidence is provided by the student to the instructor. Students should notify their instructors when a situation prevents them from attending class and make arrangements to complete missed assignments. While notification of the instructor by a student that he/she will be absent is courteous, it does not necessarily mean the absence will be excused.

### **Unexcused Absences**

Chaminade University student policy states that in cases where unexcused absences are equivalent to more than a week of classes, the instructor has the option of lowering the grade.