INSTRUCTOR

Name: Ratchel Zeng
Class times: TR 1:00pm-2:15pm (Zoom link will be posted on UM Learn)
Office: Virtual office (Zoom link will be posted on UM Learn)
Email: ratchel.zeng@umanitoba.ca (email is the best way to reach me)
Office hours: TR 4:15pm-5:15pm (by appointment)

COURSE DESCRIPTION

Official description: “Examination of the underlying principles concerning the formation of organizations and their internal management. Emphasis on the study and analysis of various theoretical approaches to organization theory and management.” GMGT2060 is a required course because it provides fundamental knowledge about organizations and their management. Everyone interacts with organizations, so you will benefit from understanding how they function.

COURSE OBJECTIVES

This course will familiarize students with three basic approaches to management and organization theory. In particular, students will develop an understanding of, and be able to contrast and compare between: Financial Bottom Line (FBL) management, Triple Bottom Line (TBL) management, and Social and Ecological Thought (SET) management. By the end of the course, students will better understand what managers do and why they do it, and why organizations have the variety of forms and structures that they do. The course focuses on the management functions of planning, organizing and controlling. The macro focus in this course complements
the micro approach found in "Introduction to Organizational Behavior." The course will have a focus on knowing (theory), doing (application), and being (self-reflection).

COURSE FORMAT AND ONLINE ACCESS

This course will be conducted “live” via videoconferencing using Zoom and will not involve in-person instruction. Classes will be during the scheduled class time. To join the class from your computer, install Zoom Client for Meetings from zoom.us/download. To join from your smartphone, install the Zoom app. Always update your Zoom version, as we need to use some Zoom functions only available in the most updated version.

For recording attendance, you will be expected to have your camera and microphone on during class time and exams. The instructor may tell you to leave your camera/mic on for the duration of the class or may require you to mute yourself and unmute yourself only at certain times. Classes may be recorded for monitoring purposes.

While the course will include lecturing, it will also employ methods such as group work, reading outside the prescribed texts, case studies, video watching and student presentations illustrating the changing nature of organizations. The instructional approach and the assignments are intended to make major contributions to broader goals around critical thinking and communicating effectively in written and oral form. Every class will require students’ active participation. It is expected that students will attend every class on time and stay for the entire session. It is also expected that the student will have completed the assigned readings and other preparation prior to class so that the student can be actively involved in class exercises and discussions.

COURSE MATERIALS


Other readings will be provided in class or through UM Learn.

As classes will be delivered synchronously via videoconferencing, a device enabled with a camera and microphone is required. Further, you are expected to be in a location with a reliable Internet connection that is strong enough for streaming video.

Please respect copyright laws. Copying textbooks or other reading material is a violation of copyright laws and is unethical, unless permission to copy has been obtained.
ASSESSMENT OF LEARNING

<table>
<thead>
<tr>
<th>Weight</th>
<th>Component</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>Participation</td>
</tr>
<tr>
<td>10</td>
<td>In-class quizzes</td>
</tr>
<tr>
<td>20</td>
<td>Mid-term exam</td>
</tr>
<tr>
<td>5</td>
<td>Experiment with sustainability</td>
</tr>
<tr>
<td>20</td>
<td>Organizational analysis project</td>
</tr>
<tr>
<td>35</td>
<td>Final Examination</td>
</tr>
</tbody>
</table>

Distribution of marks into grades:
I usually use the following letter-grading scheme:

<table>
<thead>
<tr>
<th>Marks</th>
<th>Letter Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>93 and above</td>
<td>A+</td>
</tr>
<tr>
<td>88 – 92.99</td>
<td>A</td>
</tr>
<tr>
<td>82 – 87.99</td>
<td>B+</td>
</tr>
<tr>
<td>75 – 81.99</td>
<td>B</td>
</tr>
<tr>
<td>68 – 74.99</td>
<td>C+</td>
</tr>
<tr>
<td>60 – 67.99</td>
<td>C</td>
</tr>
<tr>
<td>50 – 59.99</td>
<td>D</td>
</tr>
<tr>
<td>Below 50</td>
<td>F</td>
</tr>
</tbody>
</table>

In the event of a skewed distribution of grades, the total course marks may be curved up or down as necessary based on the following grading distribution * (the weighting of each component will remain unchanged).

- the top 5% of the class will get an A+
- next 13.5% will get an A
- next 25% will get a B+
- next 28% will get a B
- next 15% will get a C+
- next 10% will get a C
- next 3.5% will get a D

Getting less than 50% in the course will result in an F grade.

To protect the academic integrity of education at the Asper School, certain protocols will be observed for online tests. For instance, it could be set up such that each student will get a random subset of questions from a larger question bank, which means no two students will get exactly the same exam. In addition, a very small number of questions will appear on a screen and you may not have the option to move back to questions you have already answered. For quizzes and exams, we will be using university-approved Respondus Monitor, which will require you to have your camera and microphone on for the entire duration of the exam. As the software detects any unusual movements, please sit in a location where there are no
people/pets or other moving objects in the camera’s view during the exam.

*Note: Final grades are subject to change depending on your attendance records. (See Attendance Policy)

**Participation (10%)**

A device enabled with a camera and microphone is required. For recording attendance and class participation, you will be expected to have your camera on during scheduled class time.

I expect every student to actively and thoughtfully participate by asking relevant questions, providing views, and engaging in team activities. In order to pass the participation component, you should come well prepared to each class, particularly for the case discussion classes, and be ready to answer questions/discuss your analysis. Students should be aware from the outset that although regular and punctual attendance is expected, there is no contribution credit given for simply being present in class. Even with perfect attendance, individuals who do not participate at all during class will receive a contribution grade of zero!

As you know, attending classes is necessary but not sufficient to succeed in school. Since you are a Management student, think of the class as (y)our business meeting. It is important to prepare in advance and show up but you don’t get the contract just by being prepared and showing up! Do all that you would normally do for (y)our business meeting: Be prepared, show up and make a good presentation!

Participation grades depend on the quality and quantity of participation. The grade for class contribution must be earned incrementally throughout the course through consistent, conscientious performance over the class discussions, surprise quizzes, and individual and team exercises. The primary basis for evaluation of your performance in this respect will be your instructor’s evaluation of your contribution. The instructor may also require students to complete exercises and worksheets in (or outside of) class, individually and in groups, and these will be included in your class participation grade. All students are expected to use their UM Learn names in their Zoom account so they can receive their class contribution scores. After 1-2 weeks of the semester, the instructor may ask, on a rotating basis, students in each class session to keep a record and assess student participation and may use this input in evaluating class contribution grades.

Students are expected to attend classes regularly throughout the semester. The instructor may discount a student’s contribution grade because of missed classes, coming late, leaving early, or other such reasons. Any student missing more than 4 classes during the semester is likely to receive a failing grade (F) in participation. If a student has over 6 unexcused absences, it will result in an automatic F grade in the course, as per the Asper School’s Debarment Policy. If you feel you will miss more than 5 sessions (not five weeks, but 5 sessions) without a valid excuse, you are strongly encouraged to VW if possible.
In-class quizzes (10%)
The quizzes will be five quizzes, and each one will be based on the materials covered in the textbook and lectures. The quizzes will be in multiple choice format and will be conducted through UM Learn during the class. Top four quiz scores will be used for your final score. There will be no make-up quizzes.

Midterm exam (20%)
The exam will be an in-class exam. It will cover chapters 1, 3, 4, 5, and 6. The exam will consist of short answer and/or written response questions to assess your ability to use and apply the knowledge you have gained.

Final exam (35%)
The exam will be a final exam at a time to be determined by the exam scheduling system. The exam will be cumulative. It will cover all of the material addressed in the course.

Experiment with sustainability report (5%)
Students are required to develop their own experiments to explore different ways of enhancing social and/or ecological well-being. The experiment may be something the student does independently from others, or something they do for others.  
- The experiment should typically last two weeks.
- The best experiments often are those where students leave their comfort zone, and try something that is new to them. E.g., Two weeks without using fossil fuels for transportation.
- The report is due by 11:59 p.m., March 19.
- Additional instructions will be provided.

Organizational analysis project (Group project, 20%)
- Each group will select one organization for this assignment.
- Students will collect information and data about the selected organization by doing market research and by conducting a non-face-to-face interview with a manager of that organization.

Final presentation (5%) Each group is required to submit a pre-recorded presentation by 11:59 p.m., April 11 and send your presentation slides to your discussant group one day before your presentation date. Additional instructions will be provided.

Report (15%) is due by 11:59 p.m., April 16. Additional instructions will be provided.
- The report should include the following components:
  - Business description
  - Main management approach
  - Competition & Strategy
  - Organization design & Control
  - Problems & Solutions
You are expected to form into a group on your own and give me your team contract before Feb. 9th. I will put all those who haven’t formed a group into groups in class on Feb. 11th. Please understand that you are also responsible to the group dynamics. So please take initiatives to form into a group yourself rather than waiting for the instructor to assign you. You also need to consider the possibility that some group members may withdraw from the course. The requirements for your group deliverables will be the same irrespective of the number of members in your final group.

- **Team contract**: Teamwork should be a fun and worthwhile learning experience! Please ensure that you manage the process well. At the first virtual group meeting, it is advisable for each team to identify days and times when all members of the team can meet. I recommend that you set up a team contract that specifies days and times when all members of the team can meet virtually, a reasonable time limit in which to respond to messages, and penalty for those not meeting the team set deadlines. In addition, set up sensible timelines for submitting individual portions of the work that allows time for someone to assemble the information into a coherent report. Document meetings and track whether responsibilities are being met by each group member.

- You have the opportunity to rate team members' contributions through an end-of-semester peer evaluation.

Each team member is required to contribute to the project and complete a fair share of the team’s work. The group can fire a group member if the member

- Fails to contribute to group endeavors
- Fails to complete assignments on time
- Fails to communicate appropriately and effectively with group members

Before firing a member, the group must complete following procedures:

- Memo the group member via email (cc me) when the aforementioned criteria are violated. This memo must use “facts” of someone’s behavior.
- After three warnings (memos) the group can fire the member.
  - But all group members must agree on the decision, and the leader must provide the course instructor with all the records related to the process.
  - The instructor can approve the decision or give the last chance to the member.
- If the member is terminated from the group, the member will work on a new project alone.

There will be a final peer evaluation to assess contributions of each team member.

- Each team member is required to submit an individual report on the performance of teammates
  - Submit the report to UMLeon by 11:59 p.m., April 16.
- Peer evaluation will be based on the following criteria:
  - Communicated timely and effectively with teammates.
  - Kept commitments and completed assignments on time.
  - Completed a fair share of the team’s work and made important contributions.

I take peer evaluations very seriously - they may result in lowering (including failing) grades for individuals who fail to contribute their due part.
MISSED EXAM AND LATE SUBMISSION POLICY

- There will be no make-up midterm examination. Students who miss the exam and have a valid excuse will have the weight of the midterm added to the final examination. (Asper School has an approved list of events for which students are eligible for accommodation.) Students who miss the midterm exam without a valid excuse will receive a grade of zero on the midterm exam.
- In some cases, with proper documentation, students may be able to write a deferred final exam. A request for a deferred final exam must be made at the Undergraduate Program Office in 268 Drake (or through your home Faculty if you are not an Asper student).
- Effective September 2005, the Department of Business Administration has instituted a policy which provides ONE DATE ONLY for students who have deferred their final exams. The deferred final exam date has been tentatively set for May 14, 2021.
- Submissions turned in late without prior permission from the instructor will lose 10% per day. Submissions three days past the due date will receive a mark of zero.

ATTENDANCE POLICY

- Students are expected to attend every class and not come into the class late, or leave early.
- Students should notify the instructor of excused absences in advance, where possible. There are also a range of legitimate reasons for being suddenly unable to attend a class (illness, family emergencies, etc.) If you will be absent for a legitimate reason, let the instructor know as soon as you can.
- If you miss 4 classes or more with no legitimate justification, you may receive no more than a passing grade. If you have more than 6 unexcused absences, you may receive an F for this course, as per the Asper School’s Debarment Policy. A screenshot may be taken as a record of the attendance.
- In addition to attending class, you are expected to be fully prepared for class discussion by completing all readings and assignments by the dates listed in the course schedule.

CLASS POLICY

- Using a computer or a tablet with a camera/mic during class is necessary for this course.
- During class, you should be respectful of each other and do not distract other students.
- Do not video/audio record class lectures or take pictures of the screen.
- If you must miss a class, please refer to the lecture notes on UM Learn.

OUT-OF-CLASS COMMUNICATION

- PowerPoint files, assignment/project guidelines, other class-related files, any announcements outside of class, and grades will be posted on UM Learn. Check UM Learn regularly.
- Only your UofM email address will be used for communication purposes. Remember to include GMGT 2060 A04, your full name and student number in your email.
CLASS SCHEDULE (TENTATIVE)

Time and schedule considerations may prompt modifications of this syllabus. The instructor will explain any changes; however, the student is responsible to keep updated with changes.

<table>
<thead>
<tr>
<th>Date</th>
<th>Agenda</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jan - 19</td>
<td>Intro &amp; setup</td>
</tr>
<tr>
<td>Jan - 21</td>
<td>Ch. 1 Introduction to management</td>
</tr>
<tr>
<td>Jan - 26</td>
<td>Ch. 3 Financial well-being</td>
</tr>
<tr>
<td>Jan - 28</td>
<td>Discussion</td>
</tr>
<tr>
<td>Feb - 2</td>
<td>Ch. 4 Ecological well-being</td>
</tr>
<tr>
<td>Feb - 4</td>
<td>Discussion</td>
</tr>
<tr>
<td>Feb - 9</td>
<td>Ch. 5 Social well-being</td>
</tr>
<tr>
<td>Feb - 11</td>
<td>Discussion &amp; Quiz 1 (Ch. 1, 3, &amp; 4)</td>
</tr>
<tr>
<td>Feb - 16 &amp; 18</td>
<td>Winter Term Break (No class)</td>
</tr>
<tr>
<td>Feb - 23</td>
<td>Ch. 6 Entrepreneurship</td>
</tr>
<tr>
<td>Feb - 25</td>
<td>Discussion &amp; Quiz 2 (Ch. 5 &amp; 6)</td>
</tr>
<tr>
<td>Mar - 2</td>
<td>Midterm exam</td>
</tr>
<tr>
<td>Mar - 4</td>
<td>Ch. 8 Formulating strategy</td>
</tr>
<tr>
<td>Mar - 9</td>
<td>Discussion</td>
</tr>
<tr>
<td>Mar - 11</td>
<td>Ch. 9 Implementing strategy</td>
</tr>
<tr>
<td>Mar - 16</td>
<td>Discussion &amp; Quiz 3 (Ch. 8 &amp; 9)</td>
</tr>
<tr>
<td>Mar - 18</td>
<td>Ch. 10 Fundamentals of organizing</td>
</tr>
<tr>
<td>Mar - 19</td>
<td>*Experiment with sustainability report due by 11:59 p.m.</td>
</tr>
<tr>
<td>Mar - 23</td>
<td>Discussion</td>
</tr>
<tr>
<td>Mar - 25</td>
<td>Ch. 11 Organization design</td>
</tr>
<tr>
<td>Mar - 30</td>
<td>Discussion &amp; Quiz 4 (Ch. 10 &amp; 11)</td>
</tr>
<tr>
<td>Apr - 1</td>
<td>Ch. 18 Control</td>
</tr>
<tr>
<td>Apr - 6</td>
<td>Ch. 13 Organizational change</td>
</tr>
<tr>
<td>Apr - 8</td>
<td>Discussion &amp; Quiz 5 (Ch. 18 &amp; 13)</td>
</tr>
<tr>
<td>Apr - 11</td>
<td>*Presentation file due by 11:59 p.m.</td>
</tr>
<tr>
<td>Apr - 13</td>
<td>Final presentation</td>
</tr>
<tr>
<td>Apr - 15</td>
<td>Final presentation</td>
</tr>
<tr>
<td>Apr - 16</td>
<td>* Organizational analysis report &amp; Peer evaluation due by 11:59 p.m.</td>
</tr>
</tbody>
</table>

IMPORTANT DATES

- Attendance taking begins - Jan. 21
- Drop deadline - Jan. 29
- VW deadline - Mar. 31
- Deferred Exam - May 14 (tentatively)
### INTENDED LEARNING OUTCOMES

#### AACSB Assurance of Learning Goals and Objectives

The Asper School of Business is proudly accredited by AACSB. Accreditation requires a process of continuous improvement of the School and our students. Part of “student improvement” is ensuring that students graduate with the knowledge and skills they need to succeed in their careers. To do so, the Asper School has set the **learning goals and objectives** listed below for the **Undergraduate Program**. The checked goal(s) and objective(s) will be addressed in this course and done so by means of the items listed next to the checkmark.

<table>
<thead>
<tr>
<th>Goals and Objective in the Undergraduate Program</th>
<th>Goals and Objectives Addressed in this Course</th>
<th>Course Item(s) Relevant to these Goals and Objectives</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Quantitative Reasoning</td>
<td></td>
<td></td>
</tr>
<tr>
<td>A. Determine which quantitative analysis technique is appropriate for solving a specific problem.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>B. Use the appropriate quantitative method in a technically correct way to solve a business problem.</td>
<td></td>
<td></td>
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<tr>
<td>C. Analyze quantitative output and arrive at a conclusion.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Written Communication</td>
<td></td>
<td></td>
</tr>
<tr>
<td>A. Use correct English grammar and mechanics in their written work.</td>
<td>✓</td>
<td>Written assignments and exams</td>
</tr>
<tr>
<td>B. Communicate in a coherent and logical manner</td>
<td>✓</td>
<td>Written assignments and exams</td>
</tr>
<tr>
<td>C. Present ideas in a clear and organized fashion.</td>
<td>✓</td>
<td>Written assignments and exams</td>
</tr>
<tr>
<td>3 Ethical Thinking</td>
<td></td>
<td></td>
</tr>
<tr>
<td>A. Identify ethical issues in a problem or case situation</td>
<td>✓</td>
<td>Entire course</td>
</tr>
<tr>
<td>B. Identify the stakeholders in the situation.</td>
<td>✓</td>
<td>Entire course</td>
</tr>
<tr>
<td>C. Analyze the consequences of alternatives from an ethical standpoint.</td>
<td>✓</td>
<td>Entire course</td>
</tr>
<tr>
<td>D. Discuss the ethical implications of the decision.</td>
<td>✓</td>
<td>Entire course</td>
</tr>
<tr>
<td>4 Core Business Knowledge</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>✓</td>
<td>Entire course</td>
</tr>
</tbody>
</table>
ACADEMIC INTEGRITY POLICY

It is critical to the reputation of the Asper School of Business and of our degrees that everyone associated with our faculty behave with the highest academic integrity. As the faculty that helps create business and government leaders, we have a special obligation to ensure that our ethical standards are beyond reproach. Any dishonesty in our academic transactions violates this trust. The University of Manitoba General Calendar addresses the issue of academic dishonesty under the heading “Plagiarism and Cheating.” Specifically, acts of academic dishonesty include, but are not limited to:

- using the exact words of a published or unpublished author without quotation marks and without referencing the source of these words (includes Chat messages posted during videoconference sessions)
- duplicating a table, graph or diagram, in whole or in part, without referencing the source
- paraphrasing the conceptual framework, research design, interpretation, or any other ideas of another person, whether written or verbal (e.g., personal communications, ideas from a verbal presentation) without referencing the source
- copying the answers of another student in any test, examination, or take-home assignment
- recording exam questions using any method, regardless of whether those are shared with others
- sharing exam questions with those who are yet to take the exam, including future students or attempting to sell exam questions
- providing answers to another student in any test, examination, or take-home assignment
- taking any unauthorized materials into an examination or term test (crib notes)
- impersonating another student or allowing another person to impersonate oneself for the purpose of attendance, earning class participation marks, submitting academic work, or writing any test or examination
- stealing or mutilating library materials
- accessing test prior to the time and date of the sitting
- changing name or answer(s) on a test after that test has been graded and returned
- submitting the same paper or portions thereof for more than one assignment, without discussions with the instructors involved

Group Projects and Group Work

Many courses in the Asper School of Business require group projects. Students should be aware that group projects are subject to the same rules regarding academic integrity. All group members should exercise special care to ensure that the group project does not violate the policy on Academic Integrity. Should a violation occur, group members are jointly accountable unless the violation can be attributed to specific individuals.

Some courses, while not requiring group projects, encourage students to work together in groups before submitting individual assignments. If it’s unclear whether it is allowed, students are encouraged to seek clarification from the instructor to avoid violating the academic integrity policy.

In the Asper School of Business, all suspected cases of academic dishonesty in undergraduate courses are reported to the Dean’s office and follow the approved disciplinary process. See following table for typical penalties for academic dishonesty in the Asper School.
TYPICAL PENALTIES OF ACADEMIC DISHONESTY IN THE ASPER SCHOOL

If the student is from another Faculty and the academic dishonesty is committed in an Asper course, the student’s Faculty could match or add penalties beyond the Asper School’s.

F-DISC on transcript indicates the F is for disciplinary reasons.

<table>
<thead>
<tr>
<th>ACADEMIC DISHONESTY</th>
<th>PENALTY</th>
</tr>
</thead>
</table>
| Cheating on exam (copying from or providing answers to another student) | F-DISC in course  
Suspension from taking Asper courses for 1 year  
Notation of academic dishonesty in transcript |
| Sharing exam questions electronically during exam | F-DISC in course  
Suspension from taking Asper courses for 2 years  
Notation of academic dishonesty in transcript |
| Possession of unauthorized material during exam (e.g., cheat notes) | F-DISC in course  
Suspension from taking Asper courses for 1 year  
Notation of academic dishonesty in transcript |
| Altering answer on returned exam and asking for re-grading | F-DISC in course  
Suspension from taking Asper courses for 1 year  
Notation of academic dishonesty in transcript |
| Plagiarism on assignment | F-DISC in course  
Suspension from taking Asper courses for 1 year  
Notation of academic dishonesty in transcript |
| Submitting paper bought online | F-DISC in course  
Suspension from taking Asper courses for 1 year  
Notation of academic dishonesty in transcript |
| Inappropriate Collaboration (collaborating with individuals not explicitly authorized by instructor) | F-DISC in course  
Suspension from taking Asper courses for 1 year  
Notation of academic dishonesty in transcript |
| Group member had knowledge of inappropriate collaboration or plagiarism and played along | F-DISC in course  
Notation of academic dishonesty in transcript |
| Signing Attendance Sheet for classmate | F-DISC in course  
Notation of academic dishonesty in transcript |
**STUDENT SERVICES AND SUPPORTS**

The University of Manitoba provides many different services that can enhance learning and provide support for a variety of academic and personal concerns. You are encouraged to visit the below websites to learn more about these services and supports. If you have any questions or concerns, please do not hesitate to contact your instructor or the Undergraduate Program Office.

<table>
<thead>
<tr>
<th>For Information on…</th>
<th>...follow this link</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tech-related issues with UM Learn or videoconferencing</td>
<td>Information Services &amp; Technology</td>
</tr>
<tr>
<td>Admission, Registration, Tuition Fees, Important Dates, Final Exams, Graduation, and Transcripts</td>
<td>Registrar’s Office</td>
</tr>
<tr>
<td>Academic policies &amp; procedures, regulations, Faculty-specific information, degree and major requirements</td>
<td>Academic Calendar</td>
</tr>
<tr>
<td>Help with research needs such as books, journals, sources of data, how to cite, and writing</td>
<td>Library Resources</td>
</tr>
<tr>
<td>Tutors, workshops, and resources to help you improve your learning, writing, time management, and test-taking skills</td>
<td>Writing and Learning Support</td>
</tr>
<tr>
<td>Support and advocacy for students with disabilities to help them in their academic work and progress</td>
<td>Student Accessibility Services</td>
</tr>
<tr>
<td>Copyright-related questions and resources to help you avoid plagiarism or intellectual property violations</td>
<td>Copyright Office</td>
</tr>
<tr>
<td>Student discipline bylaws, policies and procedures on academic integrity and misconduct, appeal procedures</td>
<td>Academic Integrity</td>
</tr>
<tr>
<td>Policies &amp; procedures with respect to student discipline or misconduct, including academic integrity violations</td>
<td>Student Discipline</td>
</tr>
<tr>
<td>Students’ rights &amp; responsibilities, policies &amp; procedures, and support services for academic or discipline concerns</td>
<td>Student Advocacy</td>
</tr>
<tr>
<td>Your rights and responsibilities as a student, in both academic and non-academic contexts</td>
<td>Your rights and responsibilities</td>
</tr>
<tr>
<td>Full range of medical services for any physical or mental health issues</td>
<td>University Health Service</td>
</tr>
<tr>
<td>Information on health topics, including physical/mental health, alcohol/substance use harms, and sexual assault</td>
<td>Health and Wellness</td>
</tr>
<tr>
<td>Any aspect of mental health, including anxiety, stress, depression, help with relationships or other life concerns, crisis services, and counselling.</td>
<td>Student Counselling Centre</td>
</tr>
<tr>
<td>Support services available for help regarding any aspect of student and campus life, especially safety issues</td>
<td>Student Support Case Management</td>
</tr>
<tr>
<td>Resources available on campus, for environmental, mental, physical, socio-cultural, and spiritual well-being</td>
<td>Live Well @ UofM</td>
</tr>
<tr>
<td>Help with any concerns of harassment, discrimination, or sexual assault</td>
<td>Respectful Work and Learning Environment</td>
</tr>
<tr>
<td>Concerns involving violence or threats, protocols for reporting, and how the university addresses them</td>
<td>Violent or Threatening Behaviour</td>
</tr>
</tbody>
</table>