

**RINKER SCHOOL OF CONSTRUCTION MANAGEMENT
UNIVERSITY OF FLORIDA**

CURRENT ISSUES IN FIRE & EMERGENCY SERVICES

COURSE NUMBER: FES4935

NUMBER OF CREDIT HOURS: 3

INSTRUCTOR: Reginald D. Freeman, MS, CFO, FIFireE

RECOMMENDED TEXT: Kotter, John P. *Leading Change*. (2012), Harvard Business School Press; Boston, MA

COURSE DESCRIPTION:

This course describes the role of public safety agencies in the formulation and implementation of change that is either created from within or the result of outside pressure. Emphasis will be on both the politics and processes within the agency, the government and the public.

PREREQUISITE KNOWLEDGE AND SKILLS:

Satisfactory standing as an UFL student

PURPOSE OF COURSE:

It is the intent of this course to identify the role of administrative agencies in the formulation and implementation of public policy. Emphasis will be placed on the politics of administration as it relates to change processes within emergency services agencies. As a key component in the learning process for this course a variety of case studies will be utilized.

COURSE LEARNING OUTCOMES:

Upon completion of the course students will demonstrate their:

1. Demonstrate, through discussion, an understanding of problems associated with change and why organizational change efforts fail.
2. Describe, through discussion, processes associated with successful organizational change within fire and emergency services organizations.
3. Demonstrate, through discussion, understanding of the value of the change agent within a fire and emergency service organization.
4. Identify through case study evaluation, and writing assignments, pitfalls associated with previous change efforts in the fire service.
5. Identify through case study evaluation and writing assignments, the necessary processes to bring about successful change within fire and emergency services organization.
6. Demonstrate, through discussion and submitted writing assignments, an understanding of why change is resisted within fire and emergency services organizations.

COURSE POLICIES:

ASSIGNMENT POLICY:

All assignments have a due date. Please be sure to check the date and time it is due in each module.

QUIZ/EXAM POLICY: *There is a final exam for this course*

GENERAL POLICIES:

- *There will be no substitutions for assignments*
- *Writing assignments will be checked using Turnitin software to identify any instance of plagiarism. Any student found guilty of plagiarism will be assigned an "F" for the course. NO appeal. Please make sure you understand what this means and how to avoid it.*
- *The professor reserves the right to adjust the grade scale. Under no circumstances will a student's grade be lowered by this adjustment.*

UF POLICIES:

UNIVERSITY POLICY ON ACCOMMODATING STUDENTS WITH DISABILITIES:

Students requesting accommodation for disabilities must first register with the Dean of Students Office (<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 or 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.

UNIVERSITY POLICY ON ACADEMIC MISCONDUCT:

*Academic honesty and integrity are fundamental values of the University community. Students should be sure that they understand the UF Student Honor Code at <http://www.dso.ufl.edu/students.php>. Although joint work on assignments may be acceptable in some cases, duplication of an assignment, both manually or by computer will be considered an act of academic dishonesty and dealt with accordingly. On all work submitted for credit by students at the university, the following pledge is either required or implied: **"On my honor, I have neither given nor received unauthorized aid in doing this assignment."***

GETTING HELP:

For issues with technical difficulties for E-learning in Canvas, please contact the UF Help Desk at:

- Learning-support@ufl.edu
- (352) 392-HELP - select option 2
- <https://lss.at.ufl.edu/help.shtml>

GRADING POLICIES:

The grade is based on a point system. You divide the total number of earned points into the total amount of points available to determine your grade. A grading rubric for the final project is under the Resource Tab on the course. This same rubric is applied in general terms to assignments.

Assignment	Points or percentage
Grading Discussion Participation	120 points
Homework Assignments	120 points
Final Project - comprehensive and applied	100 points
Total Grade	340 points

See <https://catalog.ufl.edu/ugrad/current/regulations/info/grades.aspx> (Links to an external site.)Links to an external site. regarding current UF grading policies.

GRADING SCALE:

Grades will be computed according to the following scale:

A=93-100; A- =90-92.9; B+ =87-89.9; B=83-86.9; B- =80-82.9; C+ = 77-79.9; C=73-76.9; C- =70-72.9; D+ =67-69.9; D=63-66.9; D- =60-62.9; E<60.

Grade Values for Conversion												
Letter Grade	A	A-	B+	B	B-	C+	C	C-	D+	D	D-	E, I, NG, S-U, WF
Grade Points	4.0	3.67	3.33	3.00	2.67	2.33	2.00	1.67	1.33	1.00	.67	0.00

COURSE SCHEDULE:

Tentative course schedule:

Week 1	Introduction – online post Read Syllabus and review course content Assign Final Project
Week 2	Transforming Organizations Assign Module One – Discussion and Assignment
Week 3	Successful Change and the Force Module one Discussion and Assignment due Assignment Module Two – Discussion and Assignment
Week 4	Sense of Urgency Module Two discussion and assignment due Assign Module Three discussion and assignment
Week 5	Guiding Coalition Module Three discussion and assignment due Assign Module Four discussion and assignment

Week 6	Vision and Strategy Module Four discussion and assignment due Assign Module Five discussion and assignment
Week 7	Communicating the Change Module Five discussion and assignment due Assign Module Six discussion and assignment
Week 8	Empowering Employees Module Six discussion and assignment due Assign Module Seven discussion and assignment
Week 9	Generating Short-term Wins Module Seven discussion and assignment due Assign Module Eight discussion and assignment
Week 10	Consolidating Gains Module Eight discussion and assignment due Assign Module Nine discussion and assignment
Week 11	Anchoring New Approaches Module Nine discussion and assignment due Assign Module Ten discussion and assignment
Week 12	The Organization of the Future Module Ten discussion and assignment due Assign Module Eleven discussion and assignment
Week 13	Leadership and Lifelong Learning Module Eleven discussion and assignment due Assign Module Twelve discussion and assignment
Week 14	Review Module Twelve discussion and assignment due
Week 15	Final Project due

Disclaimer: This syllabus represents the current plans and objectives. As we go through the semester, those plans may need to change to enhance the class learning opportunity. Such changes, communicated clearly, are not unusual and should be expected.