FYC 4409: Working with Nonprofit Organizations in Community Settings
Fall 2019
Syllabus updated: 8/12/19

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Phone: 352-294-7163
Social Media: Twitter: @jenny_a_jones
Office Hours: Mondays 2:00pm – 3:30pm
Wednesdays 11:30am – 12:30pm
By Appointment

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Phone: 352-273-3557
Social Media: Twitter: @kwileyfl
https://www.linkedin.com/in/kimberly-wiley/
Office Hours: Mondays 11:00am – 12:30pm
Wednesdays 11:00am – 12:30pm
By Appointment

Teaching Assistant: Monica Lea, M.S. Student
Email through Canvas

Class Meetings: Monday, Wednesday, and Friday: 12:50pm – 1:40pm
Rinker 110

Prerequisites: Junior or Senior Standing

Course Description:
This course offers an overview of nonprofit organizations, their functions and purpose, how they are organized and operate, and the basic structure of an incorporated nonprofit. The course relies heavily on lectures, reading assignments, and a group project. The project is designed to provide students with an opportunity to understand, analyze, and make recommendations regarding an aspect of the nonprofit sector that is of particular interest to them.
Course Goal:
Students will gain knowledge on the various organizational structures and management functions of nonprofit organizations. Students will also develop working knowledge of the nonprofit sector and best practices in management and leadership.

Course Objectives:
By the end of this course, you will be able to:

- Define the nonprofit sector and describe its dimensions.
- Understand the legal framework within which the nonprofit sector operates.
- Identify and explain key concepts in nonprofit management including board governance, staffing, regulation, and volunteer management.
- Identify and explain key concepts in nonprofit revenue generation, including philanthropy, government services, and social enterprise.
- Interpret the financial, leadership, and governance data available via IRS Forms 990.
- Develop and apply critical thinking skills.

Required Readings:
  - Student who wish to save money can share copies or use the copy available at the library (Library West).
- Additional readings will be assigned and available via the course website.

Recommended Readings:
- Recommended readings will be available via the course website.

One the first day of class, students will complete an introduction sheet where they may share nicknames, gender pronouns, and other information they would like Dr. Jones to know.

Course Calendar

Module #1: Introduction to the Nonprofit Sector
Week #1: Introduction to the Course and Overview of the Nonprofit Sector
Week #2: History and Legal Foundations of the Nonprofit Sector
Week #3: Nonprofit Advocacy and Political Engagement
Week #4: Board Governance
Week #5: Regulation and Accountability

Module #2: Nonprofit Management Fundamentals
Week #6: Mission Development, Program Planning, and Design
Week #7: Nonprofit Human Resources Part I: Staff
Week #8: Nonprofit Human Resources Part II: Volunteers

This syllabus is subject to change. Changes will be posted on the course website and discussed in class.
Week #9: Nonprofit Revenue Sources Part I: Earned Income & Grants
Week #10: Nonprofit Revenue Sources Part II: Philanthropy

Module #3: Nonprofit Management Special Topics
Week #11: Nonprofit Revenue Sources Part III: Social Enterprise
Week #12: Financial Management of Nonprofit Organizations
Week #13: International
Week #14: Marketing and Communications
Week #15: Current Trends
Week #16: Course Conclusions

### Grading Scale

<table>
<thead>
<tr>
<th>Grading Scale: Letter Grade</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>950+</td>
</tr>
<tr>
<td>A-</td>
<td>900-949</td>
</tr>
<tr>
<td>B+</td>
<td>870-899</td>
</tr>
<tr>
<td>B</td>
<td>830-869</td>
</tr>
<tr>
<td>B-</td>
<td>800-829</td>
</tr>
<tr>
<td>C+</td>
<td>770-799</td>
</tr>
<tr>
<td>C</td>
<td>730-769</td>
</tr>
<tr>
<td>C-</td>
<td>700-729</td>
</tr>
<tr>
<td>D+</td>
<td>670-699</td>
</tr>
<tr>
<td>D</td>
<td>630-669</td>
</tr>
<tr>
<td>D-</td>
<td>600-629</td>
</tr>
<tr>
<td>E</td>
<td>&lt;600</td>
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### Course Requirements

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Points</th>
<th>Individual or Group</th>
<th>Time Allotted in Class</th>
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</thead>
<tbody>
<tr>
<td>Syllabus Quiz</td>
<td>15</td>
<td>Individual</td>
<td>No</td>
</tr>
<tr>
<td>Nonprofit Scavenger Hunt</td>
<td>25</td>
<td>Individual</td>
<td>No</td>
</tr>
<tr>
<td>Social Media Policy Activity</td>
<td>15</td>
<td>Individual</td>
<td>No</td>
</tr>
<tr>
<td>Regulation and Accountability Activity</td>
<td>15</td>
<td>Group</td>
<td>Yes</td>
</tr>
<tr>
<td>Nonprofit Funding Model Recognition</td>
<td>5</td>
<td>Individual</td>
<td>No</td>
</tr>
<tr>
<td>10 Case Study Exercises (35 each case)</td>
<td>350</td>
<td>Individual &amp; Group</td>
<td>Yes</td>
</tr>
<tr>
<td>Market Research Report (MR)</td>
<td>420</td>
<td>Individual &amp; Group</td>
<td>Yes for Team Work</td>
</tr>
<tr>
<td>Participation and Attendance</td>
<td>150</td>
<td>Individual</td>
<td>No</td>
</tr>
<tr>
<td>End of Course Survey</td>
<td>5</td>
<td>Individual</td>
<td>No</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1,000</strong></td>
<td></td>
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**Nonprofit Scavenger Hunt**

Students will complete an online scavenger hunt designed to familiarize them with the publically-available data sources and with the various regulatory bodies that oversee the nonprofit sector.

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Nonprofit Sector Market Research
Students will choose a nonprofit organization to research during the course of the semester. Students will be grouped in a team with other students researching similar organizations. During the course of the semester, students will be asked to gather data about their nonprofit and then to compare their nonprofit to others in their group. Specific instructions for the assignments will be provided on the course website. These assignments are designed to teach students how to use secondary research skills to develop an in-depth knowledge of one aspect of the sector.

1. Leadership and Governance
2. Staff and Volunteers
3. Fundraising
4. Finance

Case Study Reflections
Throughout the semester, students will read and complete activities related to case studies. The analysis of these case studies will incorporate a) material from the class lectures and b) material from assigned readings. For each case study, students will take a pre-class quiz and complete an in-class activity.

Class Participation and Attendance
Students are expected to attend class sessions, participate in class discussions, and to contribute equally to their group project. Attendance will be taken each day, usually via a sign-in sheet or an in-class activity handout. Participation points will be deducted for unexcused absences. Each student gets two “freebie” absences for which points will not be deducted. It is recommended students use this freebie for times when they are sick but not sick enough to seek medical attention (i.e., where they might get a letter to excuse absence). Freebie days cannot be used for Market Research Team Days.

Students must be in class for in-class case study activities and the market research team meetings or have a documented excused absence. To reward students who read the syllabus, any student who emails Dr. Jones and Dr. Wiley by 9/1 a one paragraph introduction of themselves and a funny joke will get 5 extra credit points. Use the subject line: “I read the syllabus!”

Extra Credit Opportunities (up to 25 points)
Students may or may not be given extra credit opportunities throughout the semester. Students can earn up to (but no more than) 25 extra credit points.

Classroom & Course Polices

Attendance
See “Class Participation and Attendance” above.

Late Assignments

This syllabus is subject to change. Changes will be posted on the course website and discussed in class.
Students are expected to turn assignments in on time. *Late assignments will be downgraded one letter grade.*

Students who are having difficulty of any kind are encouraged to talk to Dr. Jones, the Dean of Students’ U Matter office, or the Disability Resource Center as soon as possible.

**Basic Needs**
Many students may struggle with basic needs such as food and housing. If you are struggling to meet your basic needs and it is affecting your performance at school, please reach out to the Dean of Students Office via phone (352-294-CARE) or email (umatter@ufl.edu). Free food is available to students via the Field and Fork Pantry ([https://fieldandfork.ufl.edu/](https://fieldandfork.ufl.edu/)). If you are comfortable sharing your situation with me, please do so as it will allow me to share any other resources I may be able to access and to support you as you work through class material.

**Arriving Late or Leaving Class Early**
Sometimes students must arrive to class late or leave early. When this happens, students are expected to sit in the back of the class so as not to disturb the other students. Wherever possible, please let the instructor know when you know in advance you must arrive late or leave early.

**Changes to the Syllabus**
The instructor may change the syllabus at any time. The most up-to-date syllabus will be located on the course website. Changes will be discussed in class.

**Communication**
Email is the best way to communicate with the instructors. They check email daily during business hours.

**Cell phones / Laptops / Tablets**
Please do not use cell phones during class, including text-messaging.

Laptops and tablets should be used only for purposes related to the course. Please be considerate as computer usage is distracting to your professor, your fellow classmates, and to your own ability to learn. Students who are in violation will be asked to cease usage (first offense) and, if they continue, will be asked to leave the room (second offense).

Some in-class activities will require at least some students in each group to have a laptop or tablet. Where possible, we will let students know in advance when to bring a laptop or table. Students who are not able to bring a laptop or tablet can either work with a peer or can use hard-copy handouts provided the instructor. If you have concerns, please let us know.

**Canvas – Course Website**
It is students’ responsibility to successfully utilize the course website. If you have difficulties with access please call the computer help desk at (352) 392-HELP. Your instructor is unable to
help you with those problems. The UF Computing Help Desk is there to assist you with all your computing questions. Please use the following information to contact the help desk:

- **Phone:** (352)392-HELP (4357)
- **E-mail:** helpdesk@ufl.edu
- **Location:** CSE 214/520
- **URL:** http://helpdesk.ufl.edu

### University Policies

**Academic Honesty**

As a student at the University of Florida, you have committed yourself to uphold the Honor Code, which includes the following pledge: *"We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honesty and integrity."* You are expected to exhibit behavior consistent with this commitment to the UF academic community, and on all work submitted for credit at the University of Florida, the following pledge is either required or implied: *"On my honor, I have neither given nor received unauthorized aid in doing this assignment."*

It is assumed that you will complete all work independently in each course unless the instructor provides explicit permission for you to collaborate on course tasks (e.g. assignments, papers, quizzes, exams). Furthermore, as part of your obligation to uphold the Honor Code, you should report any condition that facilitates academic misconduct to appropriate personnel. It is your individual responsibility to know and comply with all university policies and procedures regarding academic integrity and the Student Honor Code. Violations of the Honor Code at the University of Florida will not be tolerated. Violations will be reported to the Dean of Students Office for consideration of disciplinary action. For more information regarding the Student Honor Code, please see: [https://www.dso.ufl.edu/sccr/process/student-conduct-honor-code/](https://www.dso.ufl.edu/sccr/process/student-conduct-honor-code/)

### Campus Helping Resources

Students experiencing crises or personal problems that interfere with their general well-being are encouraged to utilize the university’s counseling resources. The Counseling & Wellness Center provides confidential counseling services at no cost for currently enrolled students. Resources are available on campus for students having personal problems or lacking clear career or academic goals, which interfere with their academic performance.

**University Counseling & Wellness Center**, 3190 Radio Road, 352-392-1575,

[www.counseling.ufl.edu/cwc/](http://www.counseling.ufl.edu/cwc/)

- Counseling Services
- Groups and Workshops
- Outreach and Consultation
- Self-Help Library
- Training Programs
- Community Provider Database

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Career Resource Center, First Floor JWRU, 392-1601, www.crc.ufl.edu/

U Matter, We Care
If you or a friend is in distress, please contact umatter@ufl.edu or 352 392-1575 so that a team member can reach out to the student.

Services for Students with Disabilities
The Disability Resource Center coordinates the needed accommodations of students with disabilities. This includes registering disabilities, recommending academic accommodations within the classroom, accessing special adaptive computer equipment, providing interpretation services and mediating faculty-student disability related issues. Students requesting classroom accommodation must first register with the Dean of Students Office. The Dean of Students Office will provide documentation to the student who must then provide this documentation to the Instructor when requesting accommodation

0001 Reid Hall, 352-392-8565, www.dso.ufl.edu/drc/

Software Use:
All faculty, staff and students of the university are required and expected to obey the laws and legal agreements governing software use. Failure to do so can lead to monetary damages and/or criminal penalties for the individual violator. Because such violations are also against university policies and rules, disciplinary action will be taken as appropriate.