Discussion 1: The OUCH test described in Chapter 3 of your textbook is a rule of thumb you should use whenever you are contemplating any employment action. OUCH stands for: Objective, Uniform in application, Consistent in effect, and Has job relatedness. Offer an example (real or hypothetical) of an employer action taken against an employee that demonstrates a step missing from the OUCH test. As you respond to your classmates, identify the missing step from the example provided. What employer action should have been taken in that scenario that shows the OUCH test was met? Discussion 2: The text talks about how recruiters are beginning to heavily use Artificial Intelligence (AI) and other smart technology recruiting tools in their jobs. One of the major selling points in using this, besides the fact that these programs save significant amounts of recruiter time, is that AI can make better decisions than human recruiters because of the lack of bias. It's important to remember that AI sorts resumes, sends the resumes of qualified applicants to a recruiter who then initiates contact with the candidate. AI doesn't interview candidates, AI doesn't hire candidates. Recruiters fill that function. Would you like AI to be used if you were applying for a job position? Why, or why not? How would you prepare your resume to ensure that, when AI is used, your resume if chosen? Discussion 3: Review the information in the text that covers the three primary options for what to evaluate in performance appraisals are traits, behaviors, and results. As a manager, which option would you choose? Why? As you respond to your classmates, discuss whether your option may vary at all by employee, rank, or industry. Discussion 4: There are seven major methods to overcoming resistance to change: (1) develop a positive trust climate for change, (2) plan the change, (3) clearly state why the change is needed and how it will affect employees, (4) create a win-win situation, (5) involve employees, (6) provide support and evaluation, (7) and create urgency. Think of a situation where you would like to implement a major change with a group of individuals you work with. How would you utilize one or more of these methods to overcome resistance to your change? Discussion 5: Part I 1. Go to iNaturalist at: http://www.inaturalist.org (You may create an account, but it isn't necessary for this exercise) 2. At the iNaturalist home page, find 'explore' at the top of the page. Click 'explore'. At the explore page, you should see the word 'Observations' in the upper left corner of the page and two search fields, one titled 'species' and the other 'location'. 3. In the 'location' field, type in the name of the place where you live. You must enter the correctly spelled city name, comma, and the two-letter state abbreviation (example: Cleveland, OH). A list will drop down showing all of the possibilities of your search. Click on your city. If your city does not show up in the list, you may use your state, but try to use your city or a larger city close to you if possible. If all else fails, use a city that you would like to live in (and specify that). In the 'species' field, type in any group of organisms you'd like to see for your area ('plants', 'mammals', 'birds', 'insects', 'fungi', 'mosses', etc.). A drop-down menu will appear as you type in the search term and you can click on that group. Below, you'll see images of recent observations of the organisms that are common the location you've entered. Pretty neat! 4. Now an important step, in the dark gray band that crosses the screen, you'll see 'observations', 'species', 'identifiers' and 'observers'; each word with numbers over it. Click 'species'. After clicking, underneath you'll see all of the species for that group of organisms that are found in the location you've entered and it is from here that you will select your plants and animals for this activity. 5. Click the organism about which you'd like to post and you'll be directed to a page where you will see some tabs that say Map, About, Taxonomy, Status (conservations status) and Similar Species. While CSU does prohibit the use of Wikipedia, we are going to allow this information to be used for this exercise only. You'll use these tabs to answer the questions below. 6. Now that you are familiar with how to navigate, choose 1 animal and 1 plant from your area. Give us the common name, genus and species name (i.e. Western Honey Bee - Apis mellifera) and tell us why you chose to report on that animal and plant. a.) What is the geographic distribution for this species (based on information at iNaturalist)? b.) In your own words give us just a fact or two 'About' this species. c.) Is this species vulnerable or critically imperiled anywhere in its range? If so, where? d.) Are there any similar species for which this one may be mistaken? If so, which one(s)? Part II - Don't forget to do this part! :) To Respond to Another Student: Feel free to comment on any of the species selected by that student. Then go into iNaturalist and find one species from any taxonomic group of your choosing that they did not select from their home town. Give us that species and answer the 4 questions from Step 6 above. Example of Initial Post: My name is Adam Cochran and I'm from Dallas, TX. I've chosen Wood Duck (Aix sponsa) and Green Antelope Horns (Asclepias viridis) as my bird and plants species. I chose the Wood Duck because it is perhaps the most beautiful of all of the ducks in North America and I chose Green Antelope Horns because of its drought tolerance, its unusual flowers and its benefit to the Monarch Butterfly. Wood Duck a.) What is the geographic distribution for this species (based on information at iNaturalist)? North America, Northern Europe b.) In your own words give us just a fact or two 'About' this species. Wood ducks are perching birds, they typically nest near ponds, pools and swamps and usually nest in tree hollows. Females lay 7-15 eggs. c.) Is this species vulnerable or critically imperiled anywhere in its range? If so, where? Wood ducks are critically imperiled in Newfoundland and Labrador, Canada. d.) Are there any similar species for which this one may be mistaken? If so, which one(s)? Yes, some similar species are the Hooded Merganser, the Blue-winged Teal and the Harlequin Duck. Green Antelope Horns a.) What is the geographic distribution for this species (based on information at iNaturalist)? Southern and Central United States b.) In your own words give us just a fact or two 'About' this species. This plant is a host species for the Monarch Butterfly c.) Is this species vulnerable or critically imperiled anywhere in its range? If so, where? There is no conservation status for this species. d.) Are there any similar species for which this one may be mistaken? If so, which one(s)? Antelope horns, Green Comet Milkweed, Zizotes Milkweed