

Bringing “You’re Fired” into the BCOM Classroom.



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“Firing” Policy Rationale:

- To combat “**Free Rider**” issues common in group work.
- To help students realize that professionally they’re
“**Always on Display.**”
- To promote **personal responsibility** and **accountability**.



Implementation Essentials:

- **Clear Policy Statement** re: possibilities & consequences.
- **Classroom Discussions** and periodic reminders.
- *Pedagogical Tips:*
 - **Defer** group work until **later in the semester**.
 - Place students into “**even-numbered**” groups.



The “Firing” Process—Typical Root Causes:

- **Chronic absences, esp. during in-class workshops.**
- **Failure to complete “team contract” obligations.**
- **Underwhelming performance during team tasks.**



Instructorial Interventions:

- **Approving/rejecting** firing requests.
- **Proactively initiating** a firing, if necessary.
- **Communications** with terminated student.



Common results to Date:

- **1 in 8 groups** tend to institute a firing.
- **Late remorse occurs within** groups that “forgive too much.”
- **Some initial firings** are **retracted**/lost members reclaimed.



**KEEP
CALM
AND
WAIT FOR
THE RESULTS**

Typical Student Feedback:

- Overwhelmingly positive student evaluations:*
 - “...best group experience **ever**...”
 - “...would **happily** work with this team again...”
 - “...**didn't want to be fired**...” often cited as motivation.
- Not always a panacea: “...it was a nightmare...[featuring] passive-aggressive teammates...”

* Among non-fired students.