

WACO, TEXAS

COURSE SYLLABUS

AND

INSTRUCTOR PLAN

FRESHMAN COMPOSITION II ENGL 1302.08

Dr. ANNA IUSHCHENKO

NOTE: This is a 16-week course.

COVID 19 Notice:

McLennan Community College is committed to providing you with every resource you need to reach your academic goals including your safety. We will continue to monitor the evolving situation with COVID 19 and adjust our safety guidelines to make sure we offer a safe environment for you and our faculty. Please make sure to consult your faculty and the MCC website at <u>https://www.mclennan.edu/crisis-management/coronavirus-updates/index.html</u> on any changes to these guidelines.

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SPRING 2022

ENGL 1302.08

Course Description:

Intensive study of and practice in the strategies and techniques for developing research-based expository and persuasive texts. Emphasis is on effective and ethical rhetorical inquiry, including primary and secondary research methods; critical reading of verbal, visual, and multimedia texts; systematic evaluation, synthesis, and documentation of information sources; and critical thinking about evidence and conclusions.

Prerequisites and/or Corequisites:

ENGL 1301 or its equivalent with a grade of C or better, or consent of Division Chair.

Course Notes and Instructor Recommendations:

The best way to communicate with me is by e-mail. I usually respond to e-mails within 24 hours. Please feel comfortable to contact me if you have any questions or concerns about the course. When you send an e-mail, you should use your MCC e-mail account and include your name, last name, and section number. It is mandatory that students check MCC e-mail and Brightspace regularly.

This course is based on intensive writing practice with emphasis on research and data analysis. It is strongly recommended that students learn how to use the library and work with databases.

Instructor Information:

Instructor Name: Anna Iushchenko MCC E-mail: aiushchenko@mclennan.edu Office Phone Number: 254-299-8927 Office Location: FOB 109 Office/Teacher Conference Hours: M-W 10:30-11:00, 12:30-1:00; T-TH 11:00-12:00, 3:00-4:00 (via Zoom). Zoom Personal Meeting ID: 555 930 4588

Other Instruction Information: Please send me an e-mail to schedule a conference.

Required Text & Materials:

Title: *Writing Arguments: A Rhetoric with Readings* Author: John D. Ramage, John C. Bean, June Johnson Edition: Eleventh Edition Publisher: Pearson Education, Inc. ISBN: 978-0-13-477057-4

MCC Bookstore Website: http://www.mclennan.edu/bookstore/

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Course Objectives and/or Competencies:

Courses in this category focus on developing ideas and expressing them clearly, considering the effect of the message, fostering understanding, and building the skills needed to communicate persuasively. Courses involve the command of oral, aural, written, and visual literacy skills that enable people to exchange messages appropriate to the subject, occasion, and audience.

- **Critical Thinking (CT)** -- to include creative thinking, innovation, inquiry, and analysis, evaluation and synthesis of information
- **Communications Skill (COM)** -- to include effective development, interpretation and expression of ideas through written, oral and visual communication
- **Teamwork** (**TW**) -- to include the ability to consider different points of view and to work effectively with others to support a shared purpose or goal
- **Personal Responsibility (PR)** -- to include the ability to connect choices, actions and consequences to ethical decision-making

Learning Outcomes:

By the end of the course students will be able to:

- 1. Demonstrate knowledge of individual and collaborative research processes.
- 2. Develop ideas and synthesize primary and secondary sources within focused academic arguments, including one or more research-based essays.
- 3. Analyze, interpret, and evaluate a variety of texts for the ethical and logical uses of evidence.
- 4. Write in a style that clearly communicates meaning, builds credibility, and inspires belief or action.
- 5. Apply the conventions of style manuals for specific academic disciplines (e.g., APA, CMS, MLA, etc.).

Methods of Teaching and Learning:

Class sessions are mostly based on discussion, reflection, and sharing. This format allows students to provide insight into the readings, integrate their personal experiences, share diverse perspectives, and critically analyze various arguments / writing selections. Additionally, lectures, group work, writing stations, and class presentations will be integrated into the teaching process.

All course materials are posted in Brightspace: course syllabus, lecture slides, videos, assignments, quizzes, discussion boards, and other instructional resources. In addition, I will post class announcements, course grades, assignment guidelines, and other helpful tips. It is students' responsibility to check Brightspace regularly and complete all course work on time.

All English 1302 instructors will assign a research project with shared parameters that will be graded by a common rubric. The project will include both a written product and a presentation. To meet core objectives, students will accurately evaluate, compare, and integrate at least 5 primary and/or secondary sources; cite sources correctly and appropriately using MLA documentation style; and work together to improve the product through shared data collection, peer review, and self and team member analysis.

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Basic Research Project Rubric

Criteria	Outstanding	Proficient	Basic	Below
Cincila	Outstanding	TUncient	Dasic	Expectations
Critical	-Shows originality	-Shows less	-Expression mostly	-Does not
Thinking	of thought and	originality and may	limited to ideas	comprehend course
8	logical connections	have minor flaws in	from class or	concepts.
	-Demonstrates	logic.	readings.	-Inadequate
	excellent	-Demonstrates good	-Inconsistent	description,
	descriptive,	descriptive,	description,	analysis,
	analytic,	analytic,	analysis,	interpretation,
	interpretative,	interpretative,	interpretation,	evaluation, and
	evaluative, and	evaluative, and	evaluation, and	engagement in
	engaged intellectual	engaged intellectual	engagement in	intellectual inquiry.
	inquiry.	inquiry.	intellectual inquiry.	
Communication	-Clear main idea	-Clear main idea but	-Shows competency	-Inconsistent
	with supporting	may have minor	but has weak or	competence in
	organization and	lapses in	unfocused main	thesis, organization,
	developed examples	organization, less	ideas, organization,	and content
	and explanation.	developed examples	and few developed	development.
	-Excellent	and explanation.	examples and	-Does not consider
	awareness of	-Good awareness of	explanation.	or tailor content and
	rhetorical situation,	rhetorical situation	-Awareness of	structure to
	including audience,	and matches work	rhetorical situation	rhetorical situation.
	topic, and	to audience	but work does not	
	perspective as	requirements.	meet the need.	
	speaker/writer. -Demonstrates	-Demonstrates	Shows mostly	-Fails to show
Mechanics	complete command		-Shows mostly competent	competence in
	of format with	competent command of format	competent command of format	format, diction,
	mature diction and	& diction. May	and diction but has	mechanics,
	shows few, if any,	have minor	some major	grammar, and/or
	grammar, spelling,	mechanical,	mechanical,	spelling.
	or diction errors	grammar, spelling,	grammar, spelling,	spenng.
		or diction errors.	or diction errors.	
Teamwork	-Actively assists in	-Contributes to	-Participates with	-Does not assist the
I call work	meeting group	meeting group	teamwork	group and/or fails to
	goals.	goals.	requirements but	treat group
	- Treats others	-Treats others	does not actively	members
	respectfully at all	respectfully.	work beyond the	respectfully.
	times.	-Assists and/or	minimum required.	· ·
	- Consistently	encourages other	-Treats group	
	provides assistance	team members.	members	
	and/or		respectfully but	
	encouragement to		does not interact	
	all team members.		fully.	
Personal	-Completes all	-Completes most	-Misses deadlines	-Sometimes fails to
Responsibility	assigned tasks by	assigned tasks by	occasionally; work	show the ability to
	deadlines; work is	the deadline; work	generally meets	connect choices,
	thorough and	is mostly thorough	requirements; shows	actions and
	comprehensive.	and shows only	occasional major	consequences to

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-Always shows the	minor lapses in	lapses in	ethical decision-
ability to connect choices, actions, and consequences to	accountability. -Usually shows the ability to connect	responsibility. -Often shows the ability to connect	making
ethical decision- making.	choices, actions, and consequences to	choices, actions, and consequences to	
	ethical decision- making.	ethical decision- making.	

ENGL 1302 Essay Guidelines:

By the end of the semester, students will have written at least 5 research-based essays totaling approximately 4000 words and/or 20 pages. Essay assignments should demonstrate a student's ability to analyze argumentative rhetoric and to construct an argumentative essay with research documented in MLA format. The following guidelines serve as the ratio for determining final grades:

- 40-50% of the grade will come from 3 essays (that may include preparatory drafts), at least one of which will be written in class with little or no preparation, prior to and in addition to the in-class essay required as part of the final exam
- 20-30% of the grade will come from another essay, one that is research-based (and may include preparatory drafts), of between 5 and 10 pages, utilizing at least 5 sources
- 10-20% of the grade will come from the final exam, of which at least one-half will be an in-class essay written at final exam time
- 10-20% of the grade will come from daily work, such as homework, quizzes, tests, journals, and participation

Week	Readings	Assignments	Due dates
Week 1 01/10-01/16	Writing Arguments, Chapter 1, Chapter 7, pp. 104-109; Chapter 8, pp. 127-135.	Syllabus Quiz Quiz 1: Overview of Argument Assignment: Believing and Doubting Exercise Discussion: Individual Collages	11:59 pm Sunday 01/16
Week 2 01/17-01/23	Writing Arguments, Chapters 2-3.	Quiz 2: Argument and Its Structure Assignment: Toulmin Exercise Discussion: Video Games	11:59 pm Sunday 01/23
Week 3 01/24-01/30	<i>Writing Arguments</i> , Chapter 4, Chapter 18.	Quiz 3: Using Evidence Assignment: Rough Draft 1	11:59 pm Sunday 01/30

Course Outline or Schedule:

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		1	
Week 4	Writing Arguments,	Quiz 4: Plagiarism. MLA Style	11:59 pm
01/31-02/06	Chapter 17, pp. 371-374.	Assignment: Classical	Sunday
		Argument Essay	02/06
		Discussion: Peer Reviews 1	
Week 5	Writing Arguments,	Assignment: Summary /	11:59 pm
02/07-02/13	Chapter 6, Chapter 8, pp.	Response	Sunday
	137-141; Chapter 11.		02/13
Week 6	Writing Arguments,	Quiz 5: Types of Claims	11:59 pm
02/14-02/20	Chapters 11-13.	Assignment: Annotated	Sunday
		Bibliography	02/20
Week 7	Writing Arguments,	Quiz 6: Incorporating Sources	11:59 pm
02/21-02/27	Chapters 17-18.	Assignment: Rough Draft 2	Sunday
			02/27
Week 8	Writing Arguments,	Assignment: Plagiarism Game	11:59 pm
02/28-03/06	Chapter 6, pp. 94-97;	Assignment: Delayed-Thesis	Sunday
	Chapter 17, pp. 371-374.	Argument Essay	03/06
		Discussion: Peer Reviews 2	
		. .	
03/07-03/13	Spring Break		
Week 9	Writing Arguments,	Quiz 7: Moving Your Audience	11:59 pm
03/14-03/20	Chapter 5, Chapter 7.	Assignment: Analysis of	Sunday
		Multimedia Argument	03/20
Week 10	Writing Arguments,	Assignment: Rhetorical	11:59 pm
03/21-03/27	Chapter 7, Chapter 9.	Analysis of a Visual Argument	Sunday
		/ Essay	03/27
		Discussion: Visual Arguments	
XX7 1 4 4			11.50
Week 11	Writing Arguments,	Assignment: Issue Proposal	11:59 pm
03/27-04/03	Chapter 16.		Sunday
W/ 1 10	TT7 1.1 A		04/03
Week 12	Writing Arguments,	Quiz 8: Types of Claims 2	11:59 pm
04/04-04/10	Chapters 14-15.	Assignment: Outline	Sunday
*** * · -			04/10
Week 13	Writing Arguments,	Quiz 9: MLA Style. Review	11:59 pm
04/11-04/17	Chapters 17-18.	Assignment: Rough Draft 3	Sunday
			04/17

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Week 14 04/18-04/24	<i>Writing Arguments,</i> Chapters 17-18.	Quiz 10: Arguments. Review Assignment: Researched Argument Essay Discussion: Peer Reviews 3	11:59 pm Sunday 04/24
Week 15 04/25-05/01	<i>Writing Arguments</i> , Chapter 15, pp. 322-323, 336-337.	Assignment: Class Presentation	in class 04/25-04/27
Week 16 05/02-05/06		Finals Week	

*Revision to course outline may be made at the discretion of the instructor. Students will be notified in advance about any changes made (in class and in Brightspace).

Course Grading Information:

Course grades will be posted in Brightspace regularly and will be calculated based on the weighted / percentage grade method as follows. Keep in mind that the class average / final calculated grade is the weighted grade based on item or category weighting; it will not be final until the last grade is entered.

#	Category / Assignment	Weighted / Percentage Grade
1	Daily Work	10 %
2	Reading Quizzes	10 %
3	Major Essays: Classical Argument,	45 %
	Delayed-Thesis Argument, Rhetorical	
	Analysis of a Visual Argument	
4	Researched Argument	30 %
5	Class Presentation	5 %
	Total	100 %

Daily work category includes evaluation of various writing assignments (exercises, outlines, rough drafts) and online discussion posts. Weekly **writing assignments** will receive completion grades based on the accuracy of their completion. Grading of **discussion boards** will be based on quality and quantity of posts: the initial discussion post will be worth 80 points (8-10 sent.), 70 points (6-7 sent.), 60 points (4-5 sent.), or 50 points (1-3 sent.); two replies to your group mates will be worth 20 points (10 points each). Evaluation of *Peer Reviews Discussion Boards* will be done differently and will be explained in the assignment instructions. Discussion boards have availability dates and will NOT be available after availability ends.

Reading Quizzes consist of ten multiple-choice questions (10 points each), which are mostly based on course readings and lecture slides. All quizzes are timed (10 minutes each) and allow TWO attempts with the highest score recorded. Each quiz has availability dates and after the due

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date, will no longer be available for the users. Students with registered accommodations will be granted additional time as required by their accommodations.

Students will prepare **three major essays** (3-4 pages) and **one research-based essay** (5-6 pages) during the course. Detailed instructions for each essay assignments and a corresponding evaluation rubric are posted in Brightspace. Students are expected to participate in *Peer Review Discussion Boards*, where they will have an opportunity to swap their papers and receive feedback from their peers. Students who do not participate in peer reviews may expect to have FIVE points deducted off the essay grade.

Final research project will include both a written product (a researched-based essay) and a **class presentation**. Students will have to design visual slides using computer software like Power Point or Google Slides to present their argument. A grading rubric for evaluating a class presentation is posted in Brightspace. Students who are absent on the day of their presentation will receive a zero for this assignment.

Assignment Guidelines:

Please refer to the following guidelines to complete ALL course assignments:

- All course assignments should be submitted electronically in Brightspace BEFORE the due date. Assignments submitted by e-mail will not be accepted.
- All weekly assignments (quizzes, discussion boards, writing assignments) are due before **11:59 pm each Sunday**.
- All assignments have availability dates. After availability ends, the assignments will NOT be available for the users. Writing assignments, including major essays, will be available for THREE more days after the due date; however, late work policy will be applied on all late submissions.
- All writing assignments should be submitted as attached files (preferably a Word or PDF document). Failure to submit the proper file format may result in having a zero for assignment.
- All writing assignments should follow MLA (8th edition) formatting standard (see *Formatting Guidelines* in Brightspace).
- All page limits refer ONLY to pages of written text and do not include Works Cited page. TEN points per page will be deducted for not meeting the essay length requirement.
- **Turnitin**, plagiarism detection software, will be enabled on all essay submissions. This software will show similarities to online sources and work submitted by other students. If

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you attempt to resubmit an essay you were writing for another class or submit somebody's paper, Turnitin will be able to detect that, and you will suffer serious academic consequences (see *Academic Integrity Statement* below).

- For each essay assignment, you are expected to select a brand new topic and develop it in accordance with assignment guidelines. You CANNOT write an essay on the same topic you were writing before for this class or any other classes. Failure to meet this requirement will result in having a zero.
- You may receive FIVE **bonus points** on an essay if you submit your rough draft to Smarthinking and write a paragraph (140-150 words), explaining the tutor's three main recommendations and reflecting on how they helped you improve your paper. You should turn in your writing and your Smarthinking draft (with tutor's comments) with the final draft in the same submission folder (see *Smarthinking Guidelines* in Brightspace).
- You may receive FIVE **points back** on the first two graded essay assignments if you identify five writing errors, write them out, and explain them. This assignment should be sent to me as an e-mail attachment and should be completed no later than TWO WEEKS after an essay grade was published (see *Error Analysis Guidelines* in Brightspace).

Late Work, Attendance, and Make-Up Work Policies:

Regular and punctual class attendance is essential for a successful learning experience. The format of the class requires that each student comes prepared to take an active participation in class sessions. Students who consistently come late disrupt the procedure of the classroom and distract students from learning. If you come to the class more than 20 minutes late or leave the class early, you will be counted absent. If you sleep during the class, you will be counted absent.

According to MCC attendance policy, 25% of absences (eight class sessions) may result in being withdrawn from the course with the grade of W or F, depending on whether a student is passing. An absence from a class session will be excused if it is caused by authorized participation in official College functions, personal illness, an illness or a death in the immediate family, or the observance of a religious holy day. However, even excused absences count toward 25% attendance requirement. Please notify me via e-mail in advance if you are unable to attend any given class session and provide the necessary documentation (a doctor's note or a letter from a College official).

Each student whether present or absent in class should complete ALL weekly assignments in Brightspace BEFORE the due date. Patterns of late work will be reflected in lower grade for the

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course in fairness to others who have done their work on time and sometimes at a great sacrifice. If you need help in getting your course work done, please let me know as soon as possible.

All assignments have availability dates. After availability ends, the assignments will NOT be available for the users. Writing assignments, including major essays, will be available for THREE more days after the due date; however, late work policy will be applied on all late submissions.

Late writing assignments will receive only HALF credit (50 points). Major essays submitted after the due date will be marked down as follows: FIVE points will be deducted off submissions up to 12 hours late (TEN points off submissions up to 24 hours late or per one calendar day). If an essay is late beyond three days, it will NOT be accepted and receive a zero. **Reading quizzes** and **discussion boards** will NOT be available for the users after availability ends. Incomplete quizzes and discussion boards will receive a zero.

Student Behavioral Expectations or Conduct Policy:

Students are expected to:

- follow MCC safety protocols during COVID-19 pandemic
- arrive on time and be prepared to participate in class activities
- be courteous and turn off cell phones or put them on silent
- avoid eating during the class or leaving the classroom for personal needs
- support an environment conducive to learning
- respect differences of culture, nationality, values, opinions, styles

Academic Integrity Statement:

I take all cases of academic dishonesty seriously. I believe academic integrity is the fundamental virtue of any professional community. It is important that students adhere to high standards of professionalism and display academic integrity in their behavior. **No cases of plagiarism or other forms of dishonest conduct will be tolerated.** Anyone caught committing plagiarism on any assignment will be given a failing grade automatically without permission to make it up.

For further clarification, students will be given a zero for the assignment: 1) if they try to submit somebody else's paper; 2) if they try to submit a paper that was written for another course; 3) if they submit a paper written by someone else; 4) if they copy and paste from online sources with obvious intentions to deceive; 5) if they fail to paraphrase research sources properly and do not use quotation marks to indicate borrowed text ("patchwriting"); 6) if they fail to provide proper documentation for the sources they use; 7) if a paper is written on an unassigned or inappropriate topic.

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<u>Click Here for the MCC Academic Integrity Statement</u>

(www.mclennan.edu/academic-integrity)

The link above will provide you with information about academic integrity, dishonesty, and cheating.

Click Here for the MCC Attendance/Absences Policy

(https://www.mclennan.edu/highlander-guide/policies.html)

Click on the link above for the college policies on attendance and absences. Your instructor may have additional guidelines specific to this course.

$\begin{array}{c} \text{McLennan} \\ \text{COMMUNITY} \\ \text{COLLEGE} \end{array}$

ACADEMIC RESOURCES/POLICIES

Accommodations/ADA Statement:

Any student who is a qualified individual with a disability may request reasonable accommodations to assist with providing equal access to educational opportunities. Students should contact the Accommodations Coordinator as soon as possible to provide documentation and make necessary arrangements. Once that process is completed, appropriate verification will be provided to the student and instructor. Please note that instructors are not required to provide classroom accommodations to students until appropriate verification has been provided by the Accommodations Coordinator. For additional information, please visit www.mclennan.edu/disability.

Students with questions or who require assistance with disabilities involving physical, classroom, or testing accommodations should contact:

disabilities@mclennan.edu 254-299-8122 Room 319, Student Services Center

<u>Title IX:</u>

We care about your safety, and value an environment where students and instructors can successfully teach and learn together. If you or someone you know experiences unwelcomed behavior, we are here to help. Individuals who would like to report an incident of sexual misconduct are encouraged to immediately contact the Title IX Coordinator at <u>titleix@mclennan.edu</u> or by calling Dr. Drew Canham (Chief of Staff for Diversity, Equity & Inclusion/Title IX) at (254) 299-8645. Individuals also may contact the MCC Police Department at 299-8911 or the MCC Student Counseling Center at MCC at (254) 299-8210. The MCC Student Counseling Center is a confidential resource for students. Any student or employee may report sexual harassment anonymously by visiting <u>http://www.lighthouse-services.com/mclennan/</u>.

Go to McLennan's Title IX webpage at <u>www.mclennan.edu/titleix/</u>. It contains more information about definitions, reporting, confidentiality, resources, and what to do if you or someone you know is a victim of sexual misconduct, gender-based violence or the crimes of rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence.

Student Support/Resources:

MCC provides a variety of services to support student success in the classroom and in your academic pursuits to include counseling, tutors, technology help desk, advising, financial aid, etc. A listing of these and the many other services available to our students is available at <u>http://www.mclennan.edu/campus-resource-guide/</u>

College personnel recognize that food, housing, and transportation are essential for student success. If you are having trouble securing these resources or want to explore strategies for balancing life and school, we encourage you to contact a Success Coach by calling (254) 299-8226 or emailing <u>SuccessCoach@mclennan.edu</u>. Students may visit the Completion Center Monday-Friday from 8 a.m.-5 p.m. to schedule a meeting with a Success Coach and receive additional resources and support to help reach academic and personal goals. Paulanne's Pantry (MCC's food pantry) provides free food by appointment to students, faculty and staff based on household size. Text (254) 870-7573 to schedule a pantry appointment. The Completion Center and pantry are located on the Second Floor of the Student Services Center (SSC).

MCC Foundation Emergency Grant Fund:

Unanticipated expenses, such as car repairs, medical bills, housing, or job loss can affect us all. Should an unexpected expense arise, the MCC Foundation has an emergency grant fund that may be able to assist you. Please go to <u>https://www.mclennan.edu/foundation/scholarships-and-resources/emergencygrant.html</u> to find out more about the emergency grant. The application can be found at <u>https://www.mclennan.edu/foundation/docs/Emergency_Grant_Application.pdf</u>.

MCC Academic Integrity Statement:

Go to <u>www.mclennan.edu/academic-integrity</u> for information about academic integrity, dishonesty, and cheating.

Minimum System Requirements to Utilize MCC's D2L|Brightspace:

Go to <u>https://www.mclennan.edu/center-for-teaching-and-learning/Faculty-and-Staff-Commons/requirements.html</u> for information on the minimum system requirements needed to reliably access your courses in MCC's D2L|Brightspace learning management system.

Minimum Technical Skills:

Students should have basic computer skills, knowledge of word processing software, and a basic understanding of how to use search engines and common web browsers.

Backup Plan for Technology:

In the event MCC's technology systems are down, you will be notified via your MCC student email address. Please note that all assignments and activities will be due on the date specified in the Instructor Plan, unless otherwise noted by the instructor.

Email Policy:

McLennan Community College would like to remind you of the policy (<u>http://www.mclennan.edu/employees/policy-manual/docs/E-XXXI-B.pdf</u>) regarding college email. All students, faculty, and staff are encouraged to use their McLennan email addresses when conducting college business.

A student's McLennan email address is the preferred email address that college employees should use for official college information or business. Students are expected to read and, if needed, respond in a timely manner to college emails.

Instructional Uses of Email:

Faculty members can determine classroom use of email or electronic communications. Faculty should expect and encourage students to check the college email on a regular basis. Faculty should inform students in the course syllabus if another communication method is to be used and of any special or unusual expectations for electronic communications.

If a faculty member prefers not to communicate by email with their students, it should be reflected in the course syllabus and information should be provided for the preferred form of communication.

Email on Mobile Devices:

The College recommends that you set up your mobile device to receive McLennan emails. If you need assistance with set-up, you may email <u>Helpdesk@mclennan.edu</u> for help.

Forwarding Emails:

You may forward emails that come to your McLennan address to alternate email addresses; however, the College will not be held responsible for emails forwarded to an alternate address that may be lost or placed in junk or spam filters.

Disclaimer:

The resources and policies listed above are merely for informational purposes and are subject to change without notice or obligation. The College reserves the right to change policies and other requirements in compliance with State and Federal laws. The provisions of this document do not constitute a contract.