

## Wayland Mission Statement

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Wayland Baptist University exists to educate students in an academically challenging, learning-focused, and distinctively Christian environment for professional success, and service to God and humankind.

## Contact Information

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**Course:** MGMT 6315 -VC01 – Advanced Organizational Theory and Development

**Campus:** WBUonline

**Term/Session:** Fall I 2022

**Instructor:** Dr. Jesse Greer

**Office Phone Number/Cell #:** (806)336-0587

**WBU Email Address:** GreerJ@wbu.edu

**Office Hours, Building, and Location:** Virtual – By Appointment

**Class Meeting Time and Location:** WBUonline

## Textbook Information

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**Required Textbook(s) and/or Required Materials:**

No textbook is required

**Optional Materials:** None

## Course Information

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**Catalog Description:**

Examination of classical and current research issues including resource dependency, interorganizational systemic networks and other topics in organizational theory.

**Prerequisite:** In good standing with the DMGT program

**Course Outcome Competencies:**

- Critique and synthesize classical and current theories in organizational theory and development
- Propose research projects that extend or combine research in organizational theory and development
- Apply classic and current research in organizational theory and development to current management problems
- Plan change intervention in organizational development

- Compare organizational issues and challenges that influence operating at an optimal capacity
- Integrate course concepts relative to the Christian Worldview.

## Attendance Requirements

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### **WBUonline**

Students are expected to participate in all required instructional activities in their courses. Online courses are no different in this regard; however, participation must be defined in a different manner. Student “attendance” in an online course is defined as active participation in the course as described in the course syllabus. Instructors in online courses are responsible for providing students with clear instructions for how they are required to participate in the course. Additionally, instructors are responsible for incorporating specific instructional activities within their course and will, at a minimum, have weekly mechanisms for documenting student participation. These mechanisms may include, but are not limited to, participating in a weekly discussion board, submitting/completing assignments in Blackboard, or communicating with the instructor. Students aware of necessary absences must inform the professor with as much advance notice as possible in order to make appropriate arrangements. Any student absent 25 percent or more of the online course, i.e., non-participatory during 2 or more weeks of an 8-week session, may receive an F for that course. Instructors may also file a Report of Unsatisfactory Progress for students with excessive non-participation. Any student who has not actively participated in an online class prior to the census date for any given session is considered a “no-show” and will be administratively withdrawn from the class without record. To be counted as actively participating, it is not sufficient to log in and view the course. The student must be submitting work as described in the course syllabus. Additional attendance and participation policies for each course, as defined by the instructor in the course syllabus, are considered a part of the university’s attendance policy.

### **Late Policy**

Unless there are special circumstances as noted below, all work (including Discussion Board assignments and any other graded assignment) must be submitted by the due date.

- Assignments, other than Discussion Board assignments, submitted within one week after the due date will receive a 10% deduction.
- Assignments, other than Discussion Board assignments, submitted more than one week and less than 2 weeks late will receive a 20% deduction.
- Assignments submitted two weeks late or after the final date of the course will not be accepted.
- Discussion Board assignments must be submitted during the discussion week and will not be accepted late.

Special circumstances (e.g. death in the family, personal health issues) will be reviewed by the instructor on a case-by-case basis. To be considered for an exemption to the policy, students must contact the professor in advance of the due date (if feasible).

## University Policies

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**Statement on Plagiarism and Academic Dishonesty:** Wayland Baptist University observes a zero tolerance policy regarding academic dishonesty. Per university policy as described in the academic

catalog, all cases of academic dishonesty will be reported and second offenses will result in suspension from the university.

**Disability Statement:** In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Director of Counseling, Career and Disability Services serves as the coordinator of students with disability and should be contacted concerning accommodation request at (806) 291-3765. Documentation of a disability must accompany any request for accommodations.

Accessibility issues with content in WBUonline courses or in Blackboard should be addressed to the WBU accessibility coordinator, Dr. Trish Ritschel-Trifilo, [trifilot@wbu.edu](mailto:trifilot@wbu.edu) or call (806) 291-3745.

**Student Grade Appeals:** Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations. Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the Vice President of Academic Affairs to the Faculty Assembly Grade Appeals Committee for review and approval. The Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation.

## Course Requirements and Grading Criteria

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Discussion Board (7 total worth 50 points each)	350 points
Exploration Essays (3 total worth 100 points each)	300 points
Consulting Report	<u>150 points</u>
Total	800 points

**The University has a standard grade scale:**

A = 90-100, B = 80-89, C = 70-79, D = 60-69, F= below 60, W = Withdrawal, WP = withdrew passing, WF = withdrew failing, I = incomplete. An incomplete may be given within the last two weeks of a long term, within the last week of an 8-week session, or within the last two days of a microterm to a student who is passing, but has not completed a term paper, examination, or other required work for reasons beyond the student's control. A grade of "incomplete" is changed if the work required is completed prior to the last day of the next long 16-week term or 8-week session, unless the instructor designates an earlier date for completion. If the work is not completed by the appropriate date, the I is converted to an F.

## Tentative Schedule

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Week	Topics Covered	Assignments
1	Classical and Neoclassical Perspectives on Organization	1. Discussion Forum 1

2	Organization and Structure	1. Discussion Forum 2
3	“Living” In the Organization	1. Discussion Forum 3 2. Exploration Essay 1
4	The Big Picture	1. Discussion Forum 4
5	Institutional Theory	1. Discussion Forum 5 2. Exploration Essay 2
6	Resource Dependence Theory	1. Discussion Forum 6
7	Contingency Theory	1. Discussion Forum 7 2. Exploration Essay 3
8	Organization Theory Consulting Report	1. Consulting Report

## Additional Information

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### Grading Rubrics

#### DISCUSSION GRADING RUBRIC (50 POINT TOTAL)

Component	Points Possible	Points Possible	Points Possible	Points Possible
<b>CONTENT Part 1:</b> 10 Total points	<b>5 each</b>	<b>4 each</b>	<b>3 each</b>	<b>0-2 each</b>
<b>Introduction</b> outlines discussion  Worth 5 points	Introduction outlines the discussion and introduces the theory/theories and specific questions to be discussed.	Introduction outlines the discussion but lacks specific introduction to theories or questions to be discussed.	Introduction does not outline both the questions or theories to be discussed.	There is minimal or no introduction to the discussion.
<b>Conclusion</b> sums up the discussion  Worth 5 points	Conclusion reviews the findings of the discussion – both from the theory and the answers to the questions.	Conclusion reviews some of the findings of the discussion – both from the theory and the answers to the questions.	Conclusion includes minimal review of the findings of the discussion – both from the theory and the answers to the questions.	Conclusion is not included.
<b>CONTENT Part 2:</b> 30 Total points	<b>25-30</b>	<b>20-24</b>	<b>15-19</b>	<b>0-14</b>

<b>Discussion</b> Worth 30 points	Well organized synthesis that provides concrete discussion of the theory and questions for the Forum.  Meets Source Requirements  Meets word count requirement  Two peer responses meeting requirements	Well organized, synthesis that demonstrates some discussion of the theory and questions for the Forum  Nearly Meets Source Requirements  Nearly meets word count requirements  Two peer responses of nearly meeting requirements	Weakly organized with little synthesis of the theory or questions for the Forum.  Does not meet source requirements but includes sources  Does not meet word count requirements  One peer response meeting requirements	No organization, or weak or no synthesis of the theory or questions for the Forum.  Supported by no sources.  Severely lacking in word count requirement  No peer responses meeting requirements
<b>STRUCTURE</b> 10 Total points	<b>5 each</b>	<b>4 each</b>	<b>3 each</b>	<b>0-2 each</b>
<b>Grammar and Spelling</b> Worth 5 points	Proper spelling and grammar are used.	There are 1–2 spelling and/or grammar errors present.	There are 3–4 spelling and/or grammar errors present.	More than 4 spelling and/or grammar errors are present.
<b>APA Format</b> Worth 5 points	Proper, current APA format is used.	There are 1–2 current APA formatting errors present.	There are 3–4 current APA formatting errors present.	More than 4 current APA formatting errors are present.

**ESSAY GRADING RUBRIC (100 POINT TOTAL) (Multiply by 1.5 for Consulting Report)**

<b>Component</b>	<b>Points possible</b>	<b>Points possible</b>	<b>Points possible</b>	<b>Points possible</b>
<b>CONTENT</b> <b>Part 1:</b> 20 Total points	<b>9-10 each</b>	<b>7-8 each</b>	<b>5-6 each</b>	<b>0-4 each</b>

<b>Introduction outlines the paper</b>  Worth 10 points	Introduction outlines the paper, with flow and transitions, ending with a purpose statement.	Introduction outlines the paper but lacks flow and transitions.	Introduction does not outline the entire paper. Has little flow or transitions.	Introduction does not outline the entire paper and does not have flow, transitions or purpose statement.
<b>Conclusion sums up the paper</b>  Worth 10 points	Conclusion reviews the concepts outlined in an organized way.	Conclusion reviews much of the concepts outlined in a semi organized way.	Conclusion reviews some of the concepts.	Conclusion is not organized.
<b>CONTENT Part 2:</b> 60 Total points	<b>50 - 60</b>	<b>40 - 49</b>	<b>30 - 39</b>	<b>0 - 29</b>
<b>Essay</b>  Worth 60 points	Well organized synthesis that demonstrates logical sequencing and structure with sub-headings. Detailed conclusions are reached from the evidence offered.  Meets Source Requirements  Meets page count requirement	Well organized, synthesis but demonstrates illogical sequencing or structure with some sub headings. Some conclusions are reached from the evidence offered.  Nearly Meets Source Requirements  Nearly meets page count requirements	Weakly organized with no logical sequencing or structure with no sub headings. Summarizes more than synthesizes. Some indication of conclusion from the evidence offered.  Does not meet source requirements but includes sources Does not meet page count requirements	No organization, sequencing, or structure. Summarizes. No conclusions are made from the evidence offered.  Supported by no sources.  Severely lacking in page count requirement
<b>STRUCTURE:</b> 20 Total Points	<b>9-10 each</b>	<b>7-8 each</b>	<b>5 -6 each</b>	<b>0 – 4 each</b>

<p><b>Grammar and Spelling</b></p> <p>Worth 10 points</p>	<p>Proper spelling and grammar are used.</p>	<p>There are 1–2 spelling and/or grammar errors present.</p>	<p>There are 3–4 spelling and/or grammar errors present.</p>	<p>More than 4 spelling and/or grammar errors are present.</p>
<p><b>APA Format</b></p> <p>Worth 10 points</p>	<p>Proper, current APA format is used.</p>	<p>There are 1–2 current APA formatting errors present.</p>	<p>There are 3–4 current APA formatting errors present.</p>	<p>More than 4 current APA formatting errors are present.</p>