

## 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 4313 VC01 – Structure and Process of Organization

**Campus:** WBUonline

**Term/Session:** Fall 1 2026

**Instructor:** Kelly Warren, PhD

**Office Phone Number:** (806) 292-9675

**WBU Email Address:** [warrenk@wbu.edu](mailto:warrenk@wbu.edu)

**Office Hours, Building, and Location:** WBUonline

**Class Meeting Time and Location:** ONLINE

**Catalog Description:**

Systems approach to organizations emphasizing organizational design, effectiveness, change, and development.

**Prerequisite:**

MGMT 3304

## Textbook Information

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

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#
<u>Organization, Theory and Design</u>	Daft	13th	2021	Cengage	9780-35770-2390

*If this is an UNDERGRAD class the textbook for this course is part of the **Pioneer Academic Access Program**. You will have access to an eBook and interactive learning material on the first day of class through your Blackboard course site. If the course requires a physical book you can order at [bookstore.wbu.edu](http://bookstore.wbu.edu). The cost of all your materials are billed to your student account at \$26.00 per credit hour. You can choose to opt-out, however if you do you will lose access to **all classes/materials** and have to source through third party vendors. You will be notified via email with access instructions and additional information. If you are in a GRADUATE class you will have an Automatic eBook which is billed directly to your student account or a physical book that can be purchased at [bookstore.wbu.edu](http://bookstore.wbu.edu). If you do not wish to participate in the Automatic eBook program, you will have the first week of class to opt-out of the program (additional details will be outlined in your email instructions).*

**Optional Materials:** <<List optional materials recommended to enhance student learning>>

**Course Outcome Competencies:**

- Explain the components of organizational environments.
- Discuss the criteria used in choosing an appropriate organizational intervention strategy.
- Describe the systems approach to the study of organizations.
- Critique an organization’s current structure and problems.

## 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.

## University Policies

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### **Academic Integrity:**

[Link to Statement on Academic Integrity](#)

### **Artificial Intelligence: No use of any generative AI tools permitted.**

- Students are required to create and produce all work themselves or with assigned group members. Any work submitted that has used an AI generative tool like ChatGPT will be in immediate violation of the academic integrity policies for the course and WBU.
- All assignments must be fully created, designed, and prepared by the student(s).
- Any work that uses generative AI will be treated as plagiarism.

**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 Disability Services Coordinator and Academic Coach serves as the coordinator of students with disabilities and must be contacted concerning accommodation requests. Office: (806) 291-1057. Documentation of a disability must accompany any request for accommodations.

## Course Requirements and Grading Criteria

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< **Dialog 1-4:** Each Dialog worth **10%** of the final grade

**Case 1-2:** Each case worth **10%** of the final grade

**Research Paper:** Worth **25%** of the final grade

**Final Exam:** Worth **15%** of the final grade

**LATE WORK: Must be approved by the professor for partial credit.**

**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.

## Tentative Schedule

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Week - Beginning & Ending Dates	Dialogue Topics	Readings	Assignment
1: August 10-16	Dialog 1:	Intro, Ch 1: Daft Text and Outside Research using WBU Library's database	Dialog 1 and Introductions
2: August 16-23	Dialog 2:	Chapters 2-3: Daft and Outside Research using WBU Library's database	Dialog 2
3: August 23-30		Chapters 4-5: Daft and Outside Research using WBU Library's database	Case 1

<b>4:</b> Aug 30-Sept 6	Dialog 3:	Chapters 6-7: Daft and Outside Research using WBU Library's database	Dialog 3
<b>5:</b> Sept 6-13		Chapters 8-10: Daft and Outside Research using WBU Library's database	Case 2
<b>6:</b> Sept 13-20	Dialog 4:	Chapters 11-12: Daft and Outside Research using WBU Library's database	Dialog 4 <b><u>And Work on Research Paper Due Next Week</u></b>
<b>7:</b> Sept 20-27		<b>Chapters 13-14: Daft these readings are to help prepare for the coming Exam in week 8</b>	Research Paper Due
<b>8:</b> Sept 27-Oct 3	Exam Covers: Daft Text- Chapters: 1-14	Chapters 1-14, open book exam	EXAM