

Wayland Mission Statement

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

Course: MGMT 6324 HI01/VC01 – Human Resources and Generative AI

Campus: Hawaii Hybrid Kapolei, HI and WBUOnline

Term/Session: Fall I, 2026

Instructor: Jenny E. Dutton, PhD

Office Phone Number/Cell #: (806) 291-1028

WBU Email Address: <<the [WBU email address](#) to be utilized in this class>>

Office Hours, Building, and Location: Mon – Fri, see [Calendly](#) to schedule an appointment.

Class Meeting Time and Location: WBUOnline/Hawaii Hybrid. A Zoom meeting will be scheduled during Week 1 of the session, time and day is TBD. Check your local time zones. Link will be available in Blackboard.

Catalog Description:

Overview of the emergent use of data in human resources to make decisions on selecting talent, predicting employee turnover, forecasting performance, planning HR costs, and working with generative AI.

Prerequisite: In good standing with the PhD in Management program

Textbook Information

Required Textbook(s) and/or Required Materials:

- APA Manual, 7th Ed.
- [Grammarly Premium](#)
- [Reciteworks \(paid version\)](#)
- Free accounts with [ChatGPT](#) and [Udio](#)

Optional Materials: Access to your favorite GAI provider (ChatGPT, Claude, etc)

Course Outcome Competencies:

- Analyze current research on data and its use in human resource functions
- Critique using data to make hiring decisions and planning HR costs
- Propose research projects that extend or combine research in generative AI and other data-related topics as they relate to human resource management decision-making
- Integrate course concepts relative to the Christian Worldview

Attendance Requirements

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

Academic Integrity:

[Link to Statement on Academic Integrity](#)

Artificial Intelligence:

- A. Generative AI tools usage encouraged and may be actively assigned in coursework.**
 - i. Use of generative AI tools is actively encouraged and incorporated in to specific assignments for this course.
 - ii. Use of generative AI tools for assignments in brainstorming, content understanding, or revision to work is perfectly acceptable if cited and referenced properly in any submitted work for the course.
 - iii. Use of generative AI is encouraged as long as students understand the use of generative AI in the course is to be an assistance tool and not the generator of

- assignments and submitted work. Ultimately, all submitted work must still reflect student's own work, understanding, and analysis.
- iv. Specific parameters for generative AI usage provided by the instructor.
 - v. Any use of generative AI tools outside of the approved instructor parameters will be considered a form of plagiarism and academic dishonesty.

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

Requirements:

Grading Topic Points (Total 100%)

Grading Scale:

100- 90 = A	W Withdrawal
89 – 80 = B	WP Withdrawal Passing
79 – 70 = C	WF Withdrawal Failing
69 – 60 = D	I Incomplete
Below 60 = F	

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 submitted within one week after the due date will receive a 10% deduction. **This does not apply to Discussion Board work. Discussion Board assignments must be completed by the stated due date.**
- Assignments submitted more than one week and less than 2 weeks late will receive a 20% deduction. **This does not apply to Discussion Board work. Discussion Board assignments must be completed by the stated due date.**
- Assignments submitted two weeks late or after the final date of the course will not be accepted.

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.***

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

Session	Theoretical Research Topics	Assignments
Week 1	GAI as a Transformative Tool or Destabilizing the Status Quo?	<ul style="list-style-type: none"> Required First Assignment Discussion Board
Week 2	The Future of Work	<ul style="list-style-type: none"> Topic Related Devotional Essay 1
Week 3	Ethical Concerns – Bias in Algorithms and Hiring, Who is Really in Control?	<ul style="list-style-type: none"> Discussion Board
Week 4	Introduction to Predictive Analytics	<ul style="list-style-type: none"> Topic Related Devotional Essay 2 (with STEM)
Week 5	AI and Executive Decision Making, a Threat or Competitive Advantage?	<ul style="list-style-type: none"> Exec Memo 1 (with STEM)
Week 6	Employee Discipline	<ul style="list-style-type: none"> Exec Memo 2 Reward Intel (with STEM)
Week 7	Relating Machine Learning and HRM	<ul style="list-style-type: none"> Essay 3 (With STEM) start
Week 8	Shall We Play a Game? Note: Last day of the session is Saturday	<ul style="list-style-type: none"> Discussion Board Initial reply due Essay 3 Submit Wednesday, reply to colleagues due Friday

Additional Information

- Hawaii/Hybrid: Attend a one-hour class session at the Kapolei/American Samoa Pago Pago campus at the same time the Zoom session is being held.
- STEM activities: You will need to [download Office 365](#) to your computer in order to use Excel and basic data analysis activities. Use your WBU Student email to log in and download.

Use of Generative Artificial Intelligence (GAI) in this course: Specific GAI tools ChatGPT and Udio may be used for the Course Project Outcomes One (1) and Two (2) only. GAI is not allowed for any research-related assignments, such as discussion board activities and essays, as these activities are designed to enhance your doctoral-level reading, writing, synthesizing, and analyzing skills.