



Virtual Campus

School of Business

**2. UNIVERSITY MISSION STATEMENT**

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

**3. COURSE NUMBER & NAME:**

MGMT 6315-VC01, Advanced Organizational Theory and Development

**4. TERM:**

Fall, 2019

**5. INSTRUCTOR:**

Mark Bell, Ph.D.

**6. CONTACT INFORMATION:**

Office phone: 731-937-1095

WBU Email: bellm@wbu.edu

Cell phone: 731-937-1095

**7. OFFICE HOURS, BUILDING & LOCATION:**

Office hours are by appointment only. I am generally available to schedule an appointment:

M/T/Th 2pm-7pm CT and W/F/Sat. 8am - 12pm CT

**8. COURSE MEETING TIME & LOCATION:**

Virtual Campus

**9. CATALOG DESCRIPTION:**

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

**10. PREREQUISITE:**

None

**11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL:**

No textbook is required.

**12. OPTIONAL MATERIALS:**

None

**13. COURSE OUTCOMES AND 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 influences operating at an optimal capacity

#### **14. ATTENDANCE REQUIREMENTS:**

As stated in the Wayland Catalog, students enrolled at one of the University's external campuses should make every effort to attend all class meetings. All absences must be explained to the instructor, who will then determine whether the omitted work may be made up. When a student reaches that number of absences considered by the instructor to be excessive, the instructor will so advise the student and file an unsatisfactory progress report with the campus executive director. Any student who misses 25 percent or more of the regularly scheduled class meetings may receive a grade of F in the course. Additional attendance policies for each course, as defined by the instructor in the course syllabus, are considered a part of the University's attendance policy.

#### **15. STATEMENT ON PLAGIARISM & 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.

#### **16. 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 Coordinator of Counseling Services serves as the coordinator of students with a disability and should be contacted concerning accommodation requests at (806) 291-3765. Documentation of a disability must accompany any request for accommodations.

#### **17. COURSE REQUIREMENTS and GRADING CRITERIA:**

##### **Requirements:**

Discussion Board (8 total worth 50 points each)	400 points
Exploration Essays (3 total worth 100 points each)	300 points
Research Paper (Phase 1, Phase 2, & Final Essay: each section worth 100 points each)	<u>300 points</u>
<b>Total</b>	<b>1,000 points</b>

##### **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.
- 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.

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.***

**17.1 Grade Appeal Statement:** “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/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.”

## 18. TENTATIVE SCHEDULE

**Topics to Be Covered:** Importance of spirituality in the workplace; integration of values-based decision-making with biblical principles; spirituality and transformational leadership; spirituality and social responsibility of organizations.

Week	Topics Covered	Assignments
1	<ul style="list-style-type: none"> <li>Classical and Neoclassical Perspectives on Organization</li> </ul>	1. Discussion Forum 1
2	<ul style="list-style-type: none"> <li>Organization and Structure</li> </ul>	1. Discussion Forum 2
3	<ul style="list-style-type: none"> <li>“Living” In the Organization</li> </ul>	1. Discussion Forum 3 2. Exploration Essay 1
4	<ul style="list-style-type: none"> <li>The Big Picture</li> </ul>	1. Discussion Forum 4.
5	<ul style="list-style-type: none"> <li>Institutional Theory</li> </ul>	1. Discussion Forum 5. 2. Exploration Essay 2
6	<ul style="list-style-type: none"> <li>Resource Dependence Theory</li> </ul>	1. Discussion Forum 6
7	<ul style="list-style-type: none"> <li>Contingency Theory</li> </ul>	1. Discussion Forum 7 2. Exploration Essay 3
8 -10	<ul style="list-style-type: none"> <li>Organization Theory Consulting Report</li> </ul>	1. Phase 1 (Organization Description section) of the Final Paper (Week 8) 2. Phase 2 (Organizational Life section & Macro-environment

		section) of the Final Paper (Week 9) 3. Final Research Paper (Theoretical Perspectives section, Recommendations, and all remaining aspects of the paper) (Week 10)
11	• ARP Update Week	1. Discussion Forum 8

## 19. ADDITIONAL INFORMATION

### Discussion Board Grading Rubric

<b>CONTENT</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>0 - 2</b>
<b>Part 1: 10 Total points</b>				
<b>Introduction outlines discussion</b>  <b>Worth 5 points</b>	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 sums up the discussion</b>  <b>Worth 5 points</b>	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</b>				
<b>Part 2: 30 Total points</b>	<b>25 - 30</b>	<b>20 - 24</b>	<b>15 - 19</b>	<b>0 - 14</b>
<b>Discussion</b>	Well organized synthesis that provides	Well organized, synthesis that demonstrates some discussion of	Weakly organized with little synthesis of the theory or	No organization, or weak or no synthesis of

<p><b>Worth 30 points</b></p>	<p>concrete discussion of the theory and questions for the Forum.</p> <p>Meets Source Requirements</p> <p>Meets word count requirement</p> <p>Two peer responses meeting requirements</p>	<p>the theory and questions for the Forum</p> <p>Nearly Meets Source Requirements</p> <p>Nearly meets word count requirements</p> <p>Two peer responses of nearly meeting requirements</p>	<p>questions for the Forum.</p> <p>Does not meet source requirements but includes sources</p> <p>Does not meet word count requirements</p> <p>One peer response meeting requirements</p>	<p>the theory or questions for the Forum.</p> <p>Supported by no sources.</p> <p>Severely lacking in word count requirement</p> <p>No peer responses meeting requirements</p>
<p><b>STRUCTURE: 10 Total Points</b></p>	<p><b>5</b></p>	<p><b>4</b></p>	<p><b>3</b></p>	<p><b>0 - 2</b></p>
<p><b>Grammar and Spelling</b></p> <p><b>Worth 5 points</b></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><b>Worth 5 points</b></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>
<p><b>TOTAL POINTS</b></p> <p><b>(50 Available Points)</b></p>				

## Essay Grading Rubric

<b>CONTENT</b> <b>Part 1:</b> <b>20 Total points</b>	<b>9 - 10</b>	<b>7 - 8</b>	<b>5 - 6</b>	<b>0 - 4</b>
<b>Introduction outlines the paper</b>  <b>Worth 10 points</b>	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>  <b>Worth 10 points</b>	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</b> <b>Part 2:</b> <b>60 Total points</b>	<b>50 - 60</b>	<b>40 - 49</b>	<b>30 - 39</b>	<b>0 - 29</b>
<b>Essay</b>  <b>Worth 60 points</b>	Well organized synthesis that demonstrates logical sequencing and structure with sub-headings. Detailed conclusions are reached from the evidence offered.  Meets Source Requirements	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	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	No organization, sequencing, or structure. Summarizes. No conclusions are made from the evidence offered.  Supported by no sources.

	Meets page count requirement	Nearly meets page count requirements	but includes sources Does not meet page count requirements	Severely lacking in page count requirement
<b>STRUCTURE: 20 Total Points</b>	<b>9 - 10</b>	<b>7 - 8</b>	<b>5 - 6</b>	<b>0 - 4</b>
<b>Grammar and Spelling</b>  <b>Worth 10 points</b>	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>  <b>Worth 10 points</b>	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.
<b>TOTAL POINTS</b>  <b>(100 Available Points)</b>				