**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 5305 VC01 – Organizational Theory

**Campus**

: WBUOnline

**Term/Session**

**:** Fall 2, 2025 (Oct 13 – Dec 13)

**Instructor**

**:** Dr. Dan Jacobson

**Office Phone Number/Cell #**

808-369-6325

**WBU Email Address**

**:** [daniel.jacobson@wayland.wbu.edu](mailto:daniel.jacobson@wayland.wbu.edu)

**Office Hours, Building, and Location**

**:** Available via phone or collaborate appointments

**Class Meeting Time and Location**

**:** This course is fully online

**Catalog Description**

**:**

Organizations as complex systems impacted by environmental forces, and structure and design dimensions required for effectiveness.

**Prerequisite:**BUAD 5300 (For the M.P.A. MGMT 3304 only).

**Textbook Information**

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

**:**

| **BOOK** | **AUTHOR** | **ED** | **YEAR** | **PUBLISHER** | **ISBN#** |
| --- | --- | --- | --- | --- | --- |
| Organizational Theory and Design | Daft | 13th | 2021 | Cengage | 9780-35770-2390 |

*This course is part of the* ***Pioneer Academic Access Program****. You will have access to an eBook, access code, and interactive learning material on the first day of class through your Blackboard course site. You will be notified via email with access instructions and additional information. If the course requires a physical book you can order at bookstore.wbu.edu. You can choose to opt-out, however if you do you will lose access to* ***EVERY******class/material*** *and have to source through third party vendors.*

**Optional Materials**

**:** The APA manual is a good source to have, but it is not required to purchase.

**Course Outcome Competencies**

**:**

* Analyze the effectiveness of the internal operations of organizations by applying structural theories.
* Analyze the effectiveness of organizations as open systems by applying various systems theories.
* Analyze the effectiveness of an organization as a culture by applying various theories on culture.
* Analyze the effectiveness of an organization as a system of power interactions and political behavior by applying various theories in power and politics.
* Formulate a problem statement applying various theories that address effectiveness in an organization.

**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

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**University Policies**

**Academic Integrity**

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[Link to Statement on Academic Integrity](https://www.wbu.edu/academics/writing-center/Academic%20Integrity%20Statement%20Pol%208.4.1%20Attch%20Oct%2020222.pdf)

**Artificial Intelligence:** **Generative AI tools permitted in specific context and with proper citations.**

* + 1. Students are allowed to use, reference, or incorporate generative AI tools into specific assignments for this course. When used, students must properly cite the generative AI tool in their submitted work.
    2. While there is no true substitute for direct help and instruction for your instructor, students may be allowed to use generative AI tools to provide further explanations of course content, readings, and other assignments. Any use of generative AI tools to help further explain or translate content must be properly referenced and cited.
    3. Specific parameters for generative AI usage are provided by the instructor.
    4. 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**

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| --- | --- |
| Positive Participation | 10% |
| Article Evaluations/Critiques | 30% |
| Blackboard Assignment Average | 20% |
| Final Paper | 40% |

Grading Scale:

100-90 A

89-80 B

79-70 C

69-60 D

Below 60 F

W= Approved Withdrawal

WP= Approved Withdrawal Passing

WF= Withdrawal Failing

I= Incomplete

**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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| --- | --- | --- |
| **Weeks & Dates** | **Reading Assignments** | **Homework Assignments** |
| **Week 1**  October 13th – 19th | * Daft Chapters 1-2 | * Bb First Assignment * Bb #1 Initial Response |
| **Week 2**  October 20th – 26th | * Daft Chapters 3-4 | * Bb #1 Classmate Responses * Article Evaluation #1 |
| **Week 3**  October 27th – November 2nd | * Daft Chapters 5 & 7 | * Bb #2 Initial Response * Article Evaluation #2 |
| **Week 4**  November 3rd – 9th | * Daft Chapters 8-9 | * Bb #2 Classmate Responses * Article Evaluation #3 |
| **Week 5**  November 10th – 16th | * Daft Chapters 10-11 | * Bb #3 Initial Response * Article Evaluation #4 |
| **Week 6**  November 17th – 23rd | * Daft Chapter 12 | * Bb #3 Classmate Responses * Article Evaluation #5 |
| **THANKSGIVING BREAK (Nov 24th -28th)** | | |
| **Week 7**  December 1st – 7th | * Daft Chapter 13 | * Bb #4 Initial Response * Work on your Final Paper |
| **Week 8**  December 8th – 13th  **\*\*term ends on Saturday\*\*** | * No reading assignment | * Bb #4 Classmate Responses * Submit Final Paper (by Sat) |

**Additional Information**

**Article Presentations Scoring:** You are to find peer-reviewed articles to critique. The articles should show application of the principles learned in the textbook, and you’ll get further guidance in the assignment instructions. Your average for these will be multiplied by the 30% of the course grade, so if you skip one, it will significantly affect your grading, since it will bring your average down.

**Blackboard Discussions & Scoring:** Our discussions will be two weeks long. In the first week, students will fully answer the discussion question(s) using scholarly resource support and critical thinking. It must be a comprehensive response adding value to the discussion and demonstrating application of the principles being discussed (represented on the schedule as “Initial Response”). In the second week, you must respond to at least two classmates in a substantive manner, which should demonstrate scholarship and critical analysis. Use outside sources to substantiate your assertions (represented on the schedule as “Classmate Responses”). I will grade the discussions after the two-week period is complete. The more times you respond to classmates, and the more comprehensively you respond will increase your grade for the discussion. Your average for all of these will be multiplied by the 20% of the course grade, so if you don’t participate in the discussions, like mentioned previously, it will significantly affect your grading, since it will bring your average down.

**Final Paper:** Students will complete one research paper for this class. The paper needs to be a minimum of ten (10) pages of content, excluding coversheet, abstract and references, and it should utilize at least seven (7) scholarly sources (journal articles, not just websites). Papers must utilize proper APA format. The paper will be submitted to Safe Assignment. If Safe Assignment detects more than a 20% match of previously written work, you must discuss with the instructor to get further instructions. As noted previously, this is worth the highest percentage of your grade (40%).