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 5306 VC01 – Leadership and Management Development

Campus: WBUonline

Term/Session: Fall 2, 2025

Instructor: Dr. Ernesto Escobedo, PhD

Office Phone Number/Cell #: 210-269-8178

WBU Email Address: ernesto.escobedo@wayland.wbu.edu

Office Hours, Building, and Location: 6:00pm - 9pm CST, Mon- Fri.

Class Meeting Time and Location: Online

Catalog Description:

Current and historical leadership theories with emphasis on viewing the leadership function in the context of organizational behavior and design; assessment of organization change, performance, staffing, training and development, and diversity; measurement of results; ethical implications and social responsibility

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#
Developing Management Skills	Whetten	10th	2020	Pearson	9780-13517-6825

*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: As provided by Faculty.

Course Outcome Competencies:
- Evaluate how the various leadership and management theories function in organizational behavior and design.
- Evaluate the essential components of managing and leading change.
- Develop core competencies found in effective leadership.
- Synthesize Spiritual Gifts into three views of leadership.

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: reference <u>one</u> of the following in regard to how generative artificial intelligence (GAI) such as ChatGPT may or may not be used in this course: Choose A, B or C and delete the others.

        A. **No use of any generative AI tools permitted.**
            i. 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.
            ii. All assignments must be fully created, designed, and prepared by the

        student(s).

        iii. Any work that uses generative AI will be treated as plagiarism.

B. **Generative AI tools permitted in specific context and with proper citations.**

        i. 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.

        ii. 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.

        iii. Specific parameters for generative AI usage are provided by the instructor.

        iv. Any use of generative AI tools outside of the approved instructor parameters will be considered a form of plagiarism and academic dishonesty.

C. **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

Course Requirements and Grading Criteria:

Midterm Exam = 20%

Final Exam = 20%

Research Paper = 20%

Weekly Discussion Questions: 40%

Total 100%

Total Grading: 100-90 (A); 89-80 (B); 79-70 (C); 69-60 (D); 59-below (F).

The midterm and final exam is a combination of multiple choice, true/false, fill in the blank, short essay, and/or model/pictorial diagram identification.

Research Paper - Guidance provided in the class Announcements.

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 <u>final</u> 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

Schedule

Week

Week 1
Post introductions on Discussion Board
Chapter 1: Developing Self-Awareness

Week 2
Chapter 2: Managing Stress and Well-Being
Chapter 3: Solving Problems Analytically and Creatively

Week 3
Chapter 4: Building Relationships by Communicating and Supportively
Chapter 5: Gaining Power and Influence

Week 4
Midterm Exam (Ch 1-5)

Week 5
Chapter 6: Motivating Others
Chapter 7: Managing Conflict

Week 6
Chapter 8: Empowering and Engaging Others
Chapter 9: Building Effective Teams and Teamwork

Week 7

Week Chapter 10: Leading Positive Change

Research Paper due

Week 8
Final Exam (Ch 6-10)

Additional Information

As provided by Faculty.