



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, and service to God and humankind.

3. COURSE NUMBER & NAME:

MGMT 5305-VC01, Organizational Theory

4. TERM:

Spring 2, 2022

5. INSTRUCTOR:

Dr. Dan Jacobson

6. CONTACT INFORMATION:

WBU Email: daniel.jacobson@wayland.wbu.edu

Cell phone: 808-369-6325

7. OFFICE HOURS, BUILDING & LOCATION:

Available via phone or collaborate appointments

8. COURSE MEETING TIME & LOCATION:

This course is fully online

9. CATALOG DESCRIPTION:

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

10. PREREQUISITE:

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

11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL:

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#	UPDATED
Organizational Theory and Design	Daft	13th	2021	Cengage Learning	978-035770-2390	9/17/21

12. OPTIONAL MATERIALS

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

13. COURSE OUTCOMES AND 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.

14. ATTENDANCE REQUIREMENTS:

As stated in the Wayland Baptist University Academic Catalog, graduate 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. The instructor in online courses is responsible for providing students with clear instructions for how they are required to participate in the course. Additionally, the instructor is responsible for incorporating specific instructional activities within the 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 who is absent 25 percent or more of the online course, i.e., non-participatory during 2 or more weeks of an 8-week term, may receive an F for that course. The 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 term 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 online 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:

(Include information about term papers, projects, tests, presentations, participation, reading assignments, etc. and how many points or what percentage of the final grade each of these components or assignments is worth)

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

17.1 Include 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

<u>Weeks & Dates</u>	<u>Reading Assignments</u>	<u>Homework Assignments</u>
Week 1 Mar 14 th – Mar 20 th	<ul style="list-style-type: none">Daft Chapters 1-2	<ul style="list-style-type: none">Bb Attendance Posting (by Tues)Bb #1 Initial Response
Week 2 Mar 21 st – Mar 27 th	<ul style="list-style-type: none">Daft Chapters 3-4	<ul style="list-style-type: none">Bb #1 Classmate ResponsesArticle Evaluation #1
Week 3 Mar 28 th – Apr 3 rd	<ul style="list-style-type: none">Daft Chapters 5 & 7	<ul style="list-style-type: none">Bb #2 Initial ResponseArticle Evaluation #2
Week 4 Apr 4 th – Apr 10 th	<ul style="list-style-type: none">Daft Chapters 8-9	<ul style="list-style-type: none">Bb #2 Classmate ResponsesArticle Evaluation #3
Week 5 Apr 11 th – Apr 17 th	<ul style="list-style-type: none">Daft Chapters 10-11	<ul style="list-style-type: none">Bb #3 Initial ResponseArticle Evaluation #4

<u>Weeks & Dates</u>	<u>Reading Assignments</u>	<u>Homework Assignments</u>
Week 6 Apr 18 th – Apr 24 th	<ul style="list-style-type: none"> Daft Chapter 12 	<ul style="list-style-type: none"> Bb #3 Classmate Responses Article Evaluation #5
Week 7 Apr 25 th – May 1 st	<ul style="list-style-type: none"> Daft Chapter 13 	<ul style="list-style-type: none"> Bb #4 Initial Response Work on your Final Paper
Week 8 May 2 nd – May 7 th **term ends on Saturday**	<ul style="list-style-type: none"> No reading assignment 	<ul style="list-style-type: none"> Bb #4 Classmate Responses Submit Final Paper (by Sat)

19. 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 text book, 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%).