**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**

**:** Spring 2, 2024 (Mar 25th – May 18th, 2024)

**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

**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 |

*If this is an UNDERGRAD class the textbook for this course is part of the* ***Pioneer Academic Access Program****. You will have access to an eBook and interactive learning material on the first day of class through your Blackboard course site. If the course requires a physical book you can order at bookstore.wbu.edu. The cost of all your materials are billed to your student account at $26.00 per credit hour. You can choose to opt-out, however if you do you will lose access to* ***all******classes/materials*** *and have to source through third party vendors You will be notified via email with access instructions and additional information. If you are in a GRADUATE class you will have an Automatic eBook which is billed directly to your student account or a physical book that can be purchased at bookstore.wbu.edu.  If you do not wish to participate in the Automatic eBook program, you will have the first week of class to opt-out of the program (additional details will be outlined in your email instructions).*

**Optional Materials**

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

**Course Information**

**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).

**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.

**University Policies**

**Academic Integrity**

**:**

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

**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.

Accessibility issues with content in WBUonline courses or in Blackboard should be addressed to the WBU accessibility coordinator, Rick Hammer, [hammerr@wbu.edu](mailto:hammerr@wbu.edu) or call 1-866-547-9192 for

24/7 Blackboard Support.

**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.

**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

**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.”

**The University has a standard grade scale:**

A = 90-100, B = 80-89, C = 70-79, D = 60-69, F= below 60, W = Withdrawal, WP = withdrew passing, WF = withdrew failing, I = incomplete. An incomplete may be given within the last two weeks of a long term, within the last week of an 8-week session, or within the last two days of a microterm to a student who is passing, but has not completed a term paper, examination, or other required work for reasons beyond the student’s control. A grade of “incomplete” is changed if the work required is completed prior to the last day of the next long 16-week term or 8-week session, unless the instructor designates an earlier date for completion.  If the work is not completed by the appropriate date, the I is converted to an F.

**Tentative Schedule**

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| --- | --- | --- |
| **Weeks & Dates** | **Reading Assignments** | **Homework Assignments** |
| **Week 1**  Mar 25th – Mar 31st | * Daft Chapters 1-2 | * Bb Attendance Posting (by Tues) * Bb #1 Initial Response |
| **Week 2**  Apr 1st – Apr 7th | * Daft Chapters 3-4 | * Bb #1 Classmate Responses * Article Evaluation #1 |
| **Week 3**  Apr 8th – Apr 14th | * Daft Chapters 5 & 7 | * Bb #2 Initial Response * Article Evaluation #2 |
| **Week 4**  Apr 15th – Apr 21st | * Daft Chapters 8-9 | * Bb #2 Classmate Responses * Article Evaluation #3 |
| **Week 5**  Apr 22nd – Apr 28th | * Daft Chapters 10-11 | * Bb #3 Initial Response * Article Evaluation #4 |
| **Week 6**  Apr 29th – May 5th | * Daft Chapter 12 | * Bb #3 Classmate Responses * Article Evaluation #5 |
| **Week 7**  May 6th – May 12th | * Daft Chapter 13 | * Bb #4 Initial Response * Work on your Final Paper |
| **Week 8**  May 13th – May 18th  **\*\*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%).

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