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 4313 VC01 – Structure and Process of Organization

Campus: WBUonline

Term/Session: Spring 2 -2026

Instructor: Dr. Kasandra Lane

Office Phone Number/Cell #: 806.291.1023

WBU Email Address: kassie.lane@wbu.edu

Office Hours, Building, and Location: Monday – Friday 8:00 AM – 5:00 PM CST

Class Meeting Time and Location: This is an online course – each week begins on Monday and will end on Sunday at 11:59 PM CST. Due dates will be explained below.

Catalog Description:
Systems approach to organizations emphasizing organizational design, effectiveness, change, and development.

Prerequisite:
MGMT 3304

Textbook Information

Required Textbook(s) and/or Required Materials:

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#
Organization, 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: <<List optional materials recommended to enhance student learning>>

Course Outcome Competencies:
- Explain the components of organizational environments.
- Discuss the criteria used in choosing an appropriate organizational intervention strategy.
- Describe the systems approach to the study of organizations.
- Critique an organization's current structure and problems.

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: 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.

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

- *Weekly Discussion Posts***:** You will be required be required to complete three (3) discussion questions using Blackboard as assigned in accordance with the syllabus. **Discussion questions are required to be posted no later than midnight (Central Standard Time (CST)) on Wednesday of the assigned week.** Additionally, each student is required to reply to the responses of at least two other students no later than midnight (CST) on Saturday of the assigned week to engage and influence forward thinking, class involvement, and academic discussion.
  - **Initial Discussion Posts:** These posts must be a minimum of 5-7 sentences in length. You must use textual evidence to support your response in APA format.
    - *In-Text citation when using a quote – "...." (Cafferky, 2012, p.456).*
    - *In-Text citation when summarizing an area of the book – at the end of your statement (Cafferky, 2012).*
    - *Reference will be placed at the end of your work*
  - **Response to Peers:** These posts must be a minimum of 3-5 sentences to receive credit. Using phrases such as: Good Job! I agree! … do not count toward your minimum length requirement stated above.
- *Chapter Review Assignments***:** You will be assigned chapter review exercises periodically throughout the semester. These will allow you to take your reading and incorporate your understanding of the material with business and biblical relations. All responses will require evidence from the chapter to gain credit. You are required to use evidence from the chapter or the bible to back up each question assigned. *Chapter assignments are due NO later than Saturday at 11:59 PM CST of the assigned week. All submissions must be through Blackboard; NO work will be accepted by email.*
- *Case Studies:* These are assigned to allow the student to take real world examples and apply their newfound skills to a situation or scenario. The student must explain their response based on textual data. Each case study question is required to have a minimum of 5-7 sentences per response. *Case Studies are due NO later than Saturday at 11:59 PM CST of the assigned week. All submissions must be through Blackboard; NO work will be accepted by email.*
  - **Responses to Case Study Questions:** You must respond to each question with a minimum of 5-7 sentences, sentences must be complete, and you need to use textual evidence to back up your opinions.
- *Faith Based Integration Paper* – Student will be required to complete a faith integration paper on week 4 of the course. For this paper, you will be asked to provide Bible verses and reflections on a featured verse and specific statements in relationship to the chapters covered. More information will be given in blackboard.
- *Unit Exams***:** There will be 2-unit exams. Each exam will be covering the material from the text.
- *Final Exam***:** The final exam will cover the last 4 chapters discussed

Requirement	Percent of Grade
Weekly DQ Posts	20%
Chapter Review Assignments	15%
Case Studies	25%
Unit Exams/Faith Integration	20%
Final Exam	20%

Course Grading: The final grade will be determined in this manner

Percent Equivalent	Grade
90-100	A
80-89	B
70-79	C
60-69	D
Below 60	F

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

1 Week of Mar 23	**Introduction to MGMT 4313 VC01** Review syllabus and tentative schedule & Complete Ch. 1-2 Ch. 1 - Organizations and Organization Design Ch. 2 - Strategy, Organization Design, and Effectiveness
2 Mar 30	**Complete Ch 3 & 4 and Test 1** Ch. 3 - Fundamentals of Organization Structure Ch 4 - The External Environment **TEST 1**
3 Apr 6	**Complete Ch 5 & 7** Ch 5 - Inter-organizational Relationships Ch 7 - Designs for Societal Impact: Dual-Purpose Organizations, Corporate Sustainability, and Ethics
4 Apr 13	**Discuss Ch 8 & 10** Ch 8 - Designs for Manufacturing and Service Technologies Ch 10 - Organizational Size, Life Cycle, and Decline **Faith Integration Paper Due**

5 Apr 20	**<u>Complete Test 2</u>**
6 Apr 27	**<u>Discuss Ch 11 & 12</u>** Ch 11 - Organizations Culture and Control Ch 12 - Innovation and Change
7 May 4	**<u>Discuss Ch 13 & 14</u>** Ch 13 - Decision Making Process Ch 14 - Conflict, Power and Politics
8 May 11	**<u>Final Exam</u>** ***<u>Your final is DUE on Sunday, May 17th by 10:00 PM CST</u>*** *Also, Please Complete Course Evaluation*

Additional Information

- Students are responsible for reading, understanding, obeying, and respecting all academic policies.
- There is no opportunity for extra credit.
- **No late assignments will be accepted, unless approved by instructor prior to deadline, approval must be given 72 hours before deadline.**
- The instructor holds the right to make adjustments to this syllabus and its contents in the best interest of the class and course objectives.
- Submitting the work of another student:
  - First instance results in grade of a zero for that assignment
  - Second instance results in an F for the term
  - Extra credit or make-up possibilities: None