# "WBUlogo"

Virtual Campus

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 6318-VC-01, Theories of Employee and Labor Relations

# **4. TERM**:

Winter, 2018

# **5. INSTRUCTOR**:

Dr. Tommy Taylor

# **6. CONTACT INFORMATION**:

Office phone: 270-994-0347

WBU Email: thomas.taylor@wayland.wbu.edu

Cell phone: 270-994-0347

# **7. OFFICE HOURS, BUILDING & LOCATION**:

By Appointment: Virtual Office

# **8. COURSE MEETING TIME & LOCATION**:

This course meets weekly through Virtual campus-Blackboard

# **9. CATALOG DESCRIPTION**:

Examination of both classical and current research into relations between the organization and employees and/or unions and the effects on organizational performance.

# 10. PREREQUISITE: None

# **11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL**:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **BOOK** | **AUTHOR** | **ED** | **YEAR** | **PUBLISHER** | **ISBN#** | **UPDATED** |
| The Labor Relations Process | Holley/Ross/  Wolters | 11th | 2017 | Cengage | 9781-30557-6209 | 4/5/18 |

# 12. OPTIONAL MATERIALS: None

# **13. COURSE OUTCOMES AND COMPETENCIES**:

* Examine and evaluate employee and labor relations theories as strategic tools
* Critique and synthesize employee and labor relations theories as strategic tools
* Propose research projects that extend or combine research in the management of employee and labor relations
* Apply research theories to current employee and labor relations issues

# 14. ATTENDANCE REQUIREMENTS:

As stated in the Wayland Catalog, students enrolled at one of the University’s external campuses should make every effort to attend all class meetings. Although our class will never meet face-to-face, it is imperative that you log on to the Blackboard and participate in weekly class discussions online. As with any doctoral seminar, you need to read the articles, and be prepared to discuss the articles in our virtual classroom. A key goal of this course is to generate future research collaborations among the colleagues in the class, so offering ideas in a constructive, respectful, and helpful way is critical towards creating a thriving intellectual climate within and outside of the classroom. Effective online participation may include offering new and unique insights, clarifying issues and complexities, reframing and extending ideas in meaningful ways, and offering a perspective that helps the group integrate and synthesize readings, ideas, and topics. Debate and dialogue are part of the process, but always within the realm of respect and appreciation for the thoughts and feelings of others.

# **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**:

**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. Additional information below.**

**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.”

**Course Assignments:**

**Discussion Board-** Each week, you will have a discussion board assignment due by Wednesday at midnight CST. The discussion board assignment will be 1-3 questions that you need to answer using the textbook and assigned articles for the week. Any outside articles may additionally be used to help support your response. For each question, your response should be 350 words. The entire set of questions for the week (weekly total) will be worth 40 points.

**Peer Response-** Each week, you will have 2 peer responses due by Sunday at midnight CST. You should respond to 2 classmates in a substantive manner of at least 250 words, which should demonstrate scholarly and critical analysis. Use at least 1 outside source for each response to substantiate your assertions. The more your respond to classmates, and the more comprehensively you respond will increase your grade for this peer response. Your weekly grade for the peer response is worth 40 points.

**Research Paper-** A research paper will be completed on one of the topics discussed during this class. The paper should be a minimum of 15 pages of content, excluding coversheet, abstract, and references. Ten (10) peer reviewed, scholarly journal articles should be properly cited and noted in the bibliography. Please use APA format. Check the syllabus for the deadline to have your topic approved. The paper will be submitted to Safe Assign. If Safe Assign detects more than 20% match of previously written work, we will need to have a discussion. The total point value for this research paper is 200 points. This paper should include an introduction, literature review, testable hypotheses (research questions), and a conclusion and discussion section. Please use these headings.

**Grading System:**

Discussion Board (10 total @ 40 points each) 400 points

Peer response (20 total @ 20 points each) 400 points

Research Paper 200 points

**TOTAL 1000 points**

# 18. TENTATIVE SCHEDULE

Course schedule is found in Blackboard just below this syllabus tab.