

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 6318 VC01 – Theories of Employee and Labor Relations

Campus: WBUonline

Term/Session: Fall II 2026

Instructor: Dr. Jesse Greer

Office Phone Number/Cell #: (806) 336-0587

WBU Email Address: greerj@wbu.edu

Office Hours, Building, and Location: Virtual – By Appointment

Class Meeting Time and Location: WBUonline /Blackboard

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.

Prerequisite: In good standing with the Ph.D. of Management program

Textbook Information

Required Textbook(s) and/or Required Materials:

No Textbook

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| <ul style="list-style-type: none">• APA Manual, 7th Ed.• Grammarly Premium• Reciteworks (paid version) |
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Optional Materials: None

Course Outcome 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
- Integrate course concepts relative to the Christian Worldview

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:

- A. 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

Requirements:

Grading Topic Points (Total 100%)

- Discussion Boards/Devotionals 40%
- Assignments and Literature Review Sections: 40%
- Final Literature Review 20%

Grading Scale:

100-90	A	W	Withdrawal
89-80	B	WP	Withdrawal Passing
79-70	C	WF	Withdrawal Failing
69-60	D	I	Incomplete
Below 60	F		

Late Policy:

Unless there are special circumstances as noted below, all work (including Discussion Board assignments and any other graded assignment) must be submitted by the due date.

- Assignments submitted within one week after the due date will receive a 10% deduction. **This does not apply to Discussion Board work. Discussion Board assignments must be completed by the stated due date.**
- Assignments submitted more than one week and less than 2 weeks late will receive a 20% deduction. **This does not apply to Discussion Board work. Discussion Board assignments must be completed by the stated due date.**
- Assignments submitted two weeks late or after the final date of the course will not be accepted.

Special circumstances (e.g. death in the family, personal health issues) will be reviewed by the instructor on a case-by-case basis. ***To be considered for an exemption to the policy, students must contact the professor in advance of the due date.***

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.

Tentative Schedule

Session	Theoretical Research Topics	Assignments
Week 1	Union History and Influences	<ul style="list-style-type: none"> • Required First Assignment • Discussion Board 1 • STEM Activity
Week 2	Participants and Union Organization	<ul style="list-style-type: none"> • Discussion Board • Devotional • STEM Activity
Week 3	Bargaining and Negotiations	<ul style="list-style-type: none"> • Discussion Board • Part I of Lit Rev Due
Week 4	Resolving Disputes	<ul style="list-style-type: none"> • Discussion Board • Devotional • STEM Activity
Week 5	Contract Administration and Arbitration	<ul style="list-style-type: none"> • Discussion Board • Part II of Lit Rev Due
Week 6	Employee Discipline	<ul style="list-style-type: none"> • Discussion Board • Devotional • STEM Activity
THANKGIVING BREAK NOV 23 - 27		
Week 7	Labor Relations in the Public Sector	<ul style="list-style-type: none"> • Discussion Board & Activities • Lit Rev due for SafeAssign Review
Week 8	Labor Relations in Multinational Corporations Note: Last day of the session is Saturday	<ul style="list-style-type: none"> • Discussion Board • Final, revised Lit Rev due • STEM Activity due

Additional Information

Week 1 Attendance Participation Requirement: By Wednesday, Midnight, your local time zone, complete the Required First Assignment (RFA) to avoid being dropped from this class.

Discussion board/Devotionals:

- Discussion boards: This is where you “attend” class and share ideas based on theoretical research and topic-related devotionals with your colleagues. Discussion board initial replies are due on Fridays, follow-on replies are due on Sundays. You will not see the postings of others until you submit your initial post.
- Devotionals: Initial replies are due Wednesdays, with one follow-up reply due Sundays.
- Note: Nonparticipation in Discussion or devotionals is graded automatically as a zero (0), as these assignments count as your attendance. Following late policy procedures, making up a discussion board may be considered case-by-case and only for emergencies.

Use of Generative AI (GAI) in this class: Use of GAI is permitted but within limitations.

- Permissible/Ethical use: Help with develop outline for Literature Review, brainstorming activities, improving writing strategies (please do not copy/paste GAI writing recommendations into your work as it will be flagged by GAI detectors).
- Non-permissible/Unethical Use: Writing your assignments, conducting research or any other activities that would otherwise violate Universities’ plagiarism policies.

Self-Plagiarism/Plagiarism in General: SafeAssign is sensitive to these issues. You may not use any of your own work from previous courses or the work of others in this class. While you are welcome to re-use references, the information you write must be presented in a different, refreshing new way. If Plagiarism/Self-Plagiarism is noted, a zero (0) is assigned to the work.

STEM-Relevant: Involves analysis, modeling, and visualization. **Theory-Linked:** Every activity ties directly to Labor & Relation frameworks.