Management of Organizations MGT-307

Class Location: On-line
Class Time: Asynchronous
Term: Fall 2024
Class Dates: August 24th – October 18th (and Final Exam)
Instructor: Christopher Roos, Ed.D.
Office Hours: Currently virtual via Zoom on
Mondays 11:00am – 1:00pm
Also available by scheduled appointment.
Phone: (818) 519-0106 for calling or texts
CSUCI Email: Christopher.Roos@csuci.edu

Required Textbook:
Principles of Management, v5.0, Talya Bauer, Berrin Erdogan, and Jeremy Short, (Published 2021)
Flat World Knowledge. Several formats.
Link to our book: https://students.flatworldknowledge.com/course/2606271

Course description:
Principles, methods and procedures planning, organizing, leading, and controlling people within organizations. Topics include the history of management thought, organizational culture and design, decision-making, managerial communication, and strategic management.

University Mission:
Placing students at the center of the educational experience, California State University Channel Islands provides undergraduate and graduate education that facilitates learning within and across disciplines through integrative approaches, emphasizes experiential and service learning, and graduates students with multicultural and international perspectives.

Course Outcomes:
- CI graduates will possess an education of sufficient breadth and depth to appreciate and interpret the natural, social and aesthetic worlds and to address the highly complex issues facing societies.

Graduates will be able to:
- Identify and describe the modern world and issues facing societies from multiple perspectives including those within and across disciplines, cultures and nations (when appropriate); and
- Analyze issues and develop and convey to others, solutions to problems using the methodologies, tools and techniques of an academic discipline.

Learning Objectives:
1. Describe orally and in writing the fundamentals of management within domestic and global enterprises (1,2,3,5)
2. Write analyses of complex cases related to management and organizational behavior principles (1,5)
3. Formulate and execute management policies, strategies, plans and procedures (1,5)
4. Identify, conceptualize, and develop solutions for successful resolutions to organizational problems (1,5,6)

*Aligns with Program Learning Goals for: 1) Critical thinking, 2) Oral communication, 3) Written Communication, 4) Conduct (Ethics), 5) Competencies in discipline, 6) Collaboration

Included in Content: 1) Introduction to Management and Organizations, 2) Management Yesterday and Today, 3) Organizational Culture, 4) Global Management, 5) Social Responsibility and Ethics, 6) Decision-Making, 7) Planning, 8) Strategic Management, 9) Planning Tools and Techniques, 10) Organizational Structure and Design, 11) Managerial Communication, 12) Human Resource Management, 13) Managing Change and Innovation, 14) Organizational Behavior; 15) Groups and Teams, 16) Motivation, 17) Leadership, 18) Control, 19) Operations and Value Chain Management

Assignments, due dates, and points

Date	When	What	Where	%	Possible Points
Ongoing	Please refer to Canvas Modules Due each week	CHAPTER QUESTIONS	Complete on Canvas	20	120 (15 chapters at 8 points each)
9/1/24 9/8/24 9/15/24	By assignment 9/1/24 9/8/24 9/15/24	CHAPTER DISCUSSION QUESTIONS	Submit via Canvas	2.5	15 (3 submissions at 5 points each)
9/1/24	9/1/24	MBF Assignment and Discussion	Discussion on Canvas	6.67	40
9/8/24	9/8/24	PETER DRUCKER Submit a 2-3 page paper per instructions listed on Canvas.	Submit via Canvas	3.33	20
9/15/24	9/15/24	CURRENT EVENT 2-3 page assessment of a current event utilizing management principles.	Submit on Canvas	3.33	20
Open 9/19/24	Due 9/22/24	MIDTERM	Take via Canvas	16.67	100
10/6/24	10/6/24	SYDNEY CASE STUDY Submit a 3-4 page paper responding to all seven discussion questions.	Submit on Canvas	4.16	25
10/13/24	Due 10/13/24 Students should work on this sooner	INTERVIEW A MANAGER Paper	Submit paper on Canvas	10	60
10/18/24 10/18/24 10/18/24	Due date by assignment 10/18/24 10/18/24 10/18/24	TEAM PROJECT Team Paper Team Presentation Pitch Individual Paper	Submit via Canvas	16.67	 70 20 10
Open 10/16/24	Due 10/18/24	FINAL EXAM	Take via Canvas	16.67	100
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Assignments and scheduling may change to allow for flexibility. Any changes will be announced in class and posted on Canvas. The professor reserves the right to change the method for determining course evaluation at any time.

Please trust me when I say that I have caught people who have used AI and have had to therefore issue a failing grade for the course and report students to the university administration. Please do NOT cheat.

Letter Grade Assignment*

Final grades assigned for this course will be based on the percentage of total points earned and are assigned as follows:

Letter Grade	Percentage	Performance
A	93-100%	Excellent Work, Exceeding and Mastery
A-	90-92%	Nearly Excellent Work
B+	87-89%	Very Good Work
B	83-86%	Good Work, Excelling at Above Average
B-	80-82%	Mostly Good Work
C+	77-79%	Above Average Work
C	73-76%	Average Work, Proficient
C-	70-72%	Mostly Average Work
D+	67-69%	Below Average Work
D	60-66%	Poor Work
F	0-59%	Failing Work

A grade of C- is required for the course to count towards your Business Degree requirements.

*Professor reserves the right to change the method for determining course evaluation at any time.

Important note: For more information about grading at Channel Islands, visit the academic policies and grading section of the university catalog.

Professionalism:

I will make every effort to conduct this class in a professional manner, such as one would experience in an organizational environment. Similar to a workplace environment, it is important that all students conduct themselves in a professional manner.

Learning Environment:

This 8 week course will be organized into weekly segments. Though the course will not require meeting in person, nor will it demand synchronous interaction as a group, each week, you will be expected to be actively involved in the assignments as part of fulfillment of the learning objectives for the course, while demonstrating your mastery of the student outcomes. Additionally, there is a team project which will require coordination and interaction with classmates.

In order to demonstrate such proficiency, you will:

- Follow the Community Ground Rules at all times.
- All assignments shall exhibit high, professional quality work, depth, creativity, appropriate citations, and clear connection with our coursework.
- Complete the reading for each section of the book, as well as conduct independent research on topics, technologies or businesses related to the reading and discussion concepts.

- Participate in the online discussion board(s) with insightful, original, and well-constructed thoughts which relate to your own research, experience, and the topics presented by others.
- When posting (whether initial postings or response postings) on our discussion board(s), instead of being completely general, all students should please try to tie in some of the principles/terms from our course if possible. Again, please include appropriate outside sources (citing properly). As for the length of the initial posting and response postings, that really is open to how creative, appropriate, and thorough you are in your responses. If I believe your submission style needs to be adjusted, I will advise you accordingly. Do you think I would consider what you have submitted to be "Excellent?" or "Good" or " Merely Acceptable" or "Lacking" or "Insufficient?" Do your postings follow directions and inputs? Are they quality postings which reflect deep, critical thought and creativity to add to the value of the discussion while following all our community ground rules? At this level of education, I am confident you are able to recognize if you are submitting quality points, without going too overboard with minor details or fluff styled added content.

Please refer to the Community Ground Rules for this course. Students are expected to be professional in all respects. Professionalism is exhibited by:

- **Students respect the views and opinions of their peers, guests and the professor**. Discussion is encouraged and an integral portion of this class. It's anticipated that in a variety of instances, there be differing ideas and opinions. Intolerance for the views of others is unacceptable.
- **Late Policy**. Unless otherwise approved by the professor, all assignments are expected when requested. Late submission of any assignment will generally not be accepted or if accepted, will be subject to a (substantial) reduction in points.
- **Quality writing. Please note there is an expectation of the appropriate use of grammar, writing, typing, and citing within this upper division course. Student failure to adhere to this standard, subjects the student to grade reduction(s). I encourage students to contact CSUCI's Writing & Multi-literacy Center for editing assistance.**

Professor Flexibility:
It is important students realize, that due to the interactive nature of this course, even though my intent is to generally go by the syllabus and modules as much as possible, it is quite plausible that changes may occur at some point(s) throughout the term. Having a certain amount of flexibility to alter things as I deem beneficial will enable me to adjust the curriculum as I consider it in the best interest of our class. This syllabus and the schedule may change during the semester as circumstances and flexibility dictate. The most updated syllabus or changes will always be made known on our course Canvas site and/or via instructor communication through announcements, comments, messaging and/or emails.

Basic Schedule Fall 2024

Week	Anticipated Topic(s)	Assignments and Activities
Week 1	Introduction and Principles of Management History, Trends, Globalization & Ethics MBF Termination Assignment	Chapter 1 Questions Due Chapter 2 Questions Due MBF Termination Discussion Assignment Chapter 1 Discussion Question Due
Week 2	Personality, Attitudes and Work Behaviors Mission, Vision & Values Peter Drucker Assignment	Chapter 3 Questions Due Chapter 4 Questions Due Peter Drucker Assignment Due Chapter 3 & 4 Discussion Question Due
Week 3	Managing Groups and Teams Current Event Assignment	Chapter 12 Questions Due Chapter 5 Questions Due Current Event Paper Due Chapter 12 & 5 Discussion Question Due
Week 4	Goals and Objectives MIDTERM	Chapters 6 & 7 Questions Due MIDTERM
Week 5	Organizational Culture Leading People and Organizations	Chapter 8 Questions Due Chapter 9 Questions Due
Week 6	Decision Making Communication in Organizations Sydney Brian-Peters Case Study	Chapter 10 Questions Due Chapter 11 Questions Due Sydney Brian-Peters Assignment Due
Week 7	Motivating Employees The Essentials of Control Interview a Manager Assignment	Chapter 13 Questions Due Chapter 14 Questions Due Interview a Manager Assignment Due
Week 8	Strategic H.R. Management Team Project	Chapter 15 Questions Due Team Project Due
Final Exam	**Final Exam**	**Final Exam (Comprehensive)**

Disabilities Accommodations
Cal State Channel Islands is committed to equal educational opportunities for qualified students with disabilities in compliance with Section 504 of the Federal Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) of 1990. The mission of Disability Accommodation and Support Services is to assist students with disabilities to realize their academic and personal potential. Students with physical, learning or other disabilities are encouraged to contact the Disability Accommodation and Support Services office at (805) 437-3331 for personal assistance and accommodation. All requests for accommodation require appropriate advance notice to avoid delay in services. Please discuss approved accommodations with me ASAP.
https://www.csuci.edu/dass/

Cheating, Plagiarism and Other Forms of Academic Dishonesty
All work that students submit, as their own work must, in fact, be their own work. Please do not use AI. In accordance with CSU Channel Islands policy on academic dishonesty, students in this course who submit the works of others as their own (plagiarize), cheat on quizzes, tests or examination, help other students cheat or plagiarize, or commit other acts of academic dishonesty will receive appropriate academic penalties, up to including failing the course.

Papers with plagiarized ideas or language will be graded "F" and must be rewritten with proper use of quotations and referencing. The grade of "F" will remain the recorded grade on the assignment. The Internet is a great source of information and I encourage you to use it for research. However, do not copy another author's writing word for word, except for brief passages to support your thesis, and then only if the author has stated it in such a way that you cannot restate it effectively in your own words. When using another writer's work, accurately identify it with a proper citation. The preferred method of citation for this course is the APA methodology (American Psychological Association).

Plagiarism or cheating on test and exams will results in an "F" (0 points) on the test or exams, very likely resulting in a lower or possibly a failing final grade in the course, as well as the reporting the incident to the Vice Presidents of Academic Affairs and Student Affairs. To complete course requirements, students must retake the test or exam during the instructor's scheduled office hours.

Plagiarism on homework or project deliverables is subject to 0 points for the document/assignment. In case where the cheating or plagiarism was premeditated or planned, students may receive and "F" for the course as well as the reporting the incident to the Vice Presidents of Academic Affairs and Student Affairs.
https://www.csuci.edu/campuslife/student-conduct/academic-dishonesty.htm

CSUCI Policy on Grades, Honors, & Awards
You can find more information about grades, that is what letter grades mean, how the 4.0 point scale works, and more in the CSUCI Course Catalog at:
http://catalog.csuci.edu/content.php?catoid=46&navoid=2906

Additional Resources

Campus Tutoring Services
The Learning Resource Center (LRC) offers free one-on-one peer tutoring for all MVS School undergraduate courses. The LRC tutors will help students with study skills, fundamental concepts, comprehension, homework, test preparation, and much more. The Peer Tutor Schedule is available via the LRC webpage.

Writing & Multiliteracy Center
The Writing & Multiliteracy Center (WMC) provides all CSUCI students with free support services and programs that help them address the 21st Century challenges of creatively thinking about and composing in written, oral, visual, and digital forms of communication. Peer consultants help students at any stage of the composition process via one-to-one or group consultations, online consultations, and workshops. Students can make an appointment to work with a consultant or learn more by visiting the WMC webpage.

Counseling and Psychological Services (CAPS)
CAPS is pleased to provide a wide range of services to assist students in achieving their academic and personal goals. Services include confidential short-term counseling, crisis intervention, psychiatric consultation, and 24/7 phone and text support. CAPS is located in Bell Tower East, 1867, and can be reached at 805-437-2088 (select option 2 on voicemail for 24/7 crisis support); students can also email CAPS at caps@csuci.edu or visit the CAPS website.

Emergency Intervention and Basic Needs
If you or someone you know is experiencing unforeseen or catastrophic financial issues, skipping meals, or experiencing homelessness/housing insecurity (e.g., sleeping in a car, couch surfing, staying with friends), please know that you are not alone. There are resources on campus that may assist you during this time. The Dolphin Pantry is currently located in Arroyo Hall and offers free food, toiletries and basic necessities for current CI students. For additional assistance, please contact the Dean of Students Office at (805) 437-8512 or visit Bell Tower 2565. Please visit the website for the most up to date information on the Basic Needs Program.

Title IX and Inclusion
Title IX & Inclusion manages the University's equal opportunity compliance, including the areas of affirmative action and Title IX. Title IX & Inclusion also oversees the campus' response to the University's nondiscrimination policies. CSU Channel Islands prohibits discrimination and harassment of any kind on the basis of a protected status (i.e., age, disability, gender, genetic information, gender identity, gender expression, marital status, medical condition, nationality, race or ethnicity, religion or religious creed, sexual orientation, and Veteran or Military Status). This prohibition on harassment includes sexual harassment, as well as sexual misconduct, dating and domestic violence, and stalking. For more information regarding CSU Channel Islands' commitment to diversity and inclusion or to report a potential violation, please contact Title IX & Inclusion at 805.437.2077 or visit https://www.csuci.edu/titleix/.

Important Note: Any form of academic dishonesty, including cheating and plagiarism, may be reported to the office of student affairs.

Course policies are subject to change. It is the student's responsibility to check CILearn for corrections or updates to the syllabus. Any changes will be posted in CILearn.