2. UNIVERSITY MISSION STATEMENT
Wayland Baptist University exists to educate students in an academically challenging, learning-focused and distinctively Christian environment for professional success, lifelong learning, and service to God and humankind.

3. COURSE NUMBER & NAME:
MGMT 5342-HI01, Power & Politics in Organizations

4. TERM:
Fall 1 2020, Section HI01
August 17 through October 10, 2020

5. INSTRUCTOR:
Dr. Henrique Regina

6. CONTACT INFORMATION:
Cellular phone number: (808) 222-9407
E-mail address: hregina@wbu.edu

7. OFFICE HOURS, BUILDING & LOCATION:
Monday through Friday, 9 AM to 5 PM HST
WBU – Hawaii main offices

8. COURSE MEETING TIME & LOCATION:
Class meeting day is Thursdays, at 5:30 PM at the Kapolei campus. This is an 8-week hybrid course with weekly class meetings. Weekly class meetings will start at 05:30 PM through 08:30 PM in the classroom (or synchronously online via Blackboard Collaborate Ultra, please see term course schedule on page 5) and the remaining 2:35 min of lecture time will be delivered asynchronously online via Blackboard.

9. CATALOG DESCRIPTION:
Examines, enhances, and expands competencies in identifying, analyzing, and engaging in the use of power and politics within an organizational setting. An examination in the influence power and politics has on managerial decision-making and organizational conflict.

10. PREREQUISITE:
None

11. REQUIRED TEXTBOOK AND RESOURCE MATERIAL:

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University Textbook Disclosure:
"Wayland Baptist University has partnered with VitalSource to offer digital copy of the required textbook available on Blackboard day one of class. If you haven’t done so, set up your student VitalSource account using your @wayland.wbu.edu email account. Personal email addresses cannot be used. **However, the textbooks adopted for this course are only available in printed copies.** Please consult with the Hawaii campus bookstore for more information.”

12. OPTIONAL MATERIALS

13. COURSE OUTCOMES AND COMPETENCIES:
- Assess political styles within an organization.
- Determine method for systematically assessing an organization’s political environment.
- Predict the range of strategic orientations, tactics, and techniques that ethical and unethical power-users may adopt.
- Analyze and individual’s, department’s and organization’s power base to influence desired outcomes.
- Discuss how politically savvy leaders enact effective interventions within highly-competitive and challenging organizational cultures (domestic and multinational).

14. ATTENDANCE REQUIREMENTS:
Students enrolled at one of the university's external campuses should make every effort to attend all class meetings. All absences must be explained to the instructor, who will then determine whether the omitted work may be made up. When a student reaches that number of absences considered by the instructor to be excessive, the instructor will so advise the student and file an unsatisfactory progress report with the external campus executive director/dean. Any student who misses 25 percent or more of the regularly scheduled class meetings may receive a grade of F in the course. Additional attendance policies for each course, as defined by the instructor in the course syllabus, are considered a part of the university's attendance policy. A student may petition the Academic Council for exceptions to the above stated policies by filing a written request for an appeal to the vice president of academic affairs.

(WBU Hawaii/American Samoa Addendum) Students who miss the first class meeting without providing a written explanation to the instructor will be automatically dropped from the roster as a “no-show.” Students who know in advance that they will be absent from the first class meeting and who wish to remain in the class must inform the instructor in order to discuss possible arrangements for making up absences.

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.

**Wayland Baptist University**

**Statement on Plagiarism and Academic Dishonesty**

Writing is a collaborative art. Working out ideas for your paper with an instructor, writing tutor, classmate, family member, or friend is encouraged not only for this class, but also for other classes that
involve writing. Discussion and collaborative brainstorming are good. However, passing off another's writing or ideas as your own is plagiarism. It is unethical, it constitutes Academic Dishonesty (cheating), and it is sufficient grounds both for failure of a course and suspension from the university.

Common examples of plagiarism or academic dishonesty include the following:

- Copying any amount of text directly from an internet website, book, or other document without appropriate citation and synthesis into one’s own discussion.
- Paraphrasing the ideas presented in any source or oral discussion without appropriate citation.
- Using the evidence and conclusions of any source as the controlling framework for one’s own paper.
- Recycling work from a previous or current course, whether your own work or another student’s work.
- Purchasing or otherwise downloading a paper from an internet website.

In some writing assignments, you will be expected to incorporate scholarly sources into your document. ALL OF THE FOLLOWING must be met to constitute appropriate citation of any source:

- Including MLA, Chicago, or APA parenthetical or note-style citation format as required by the instructor.
- Placing borrowed text directly from another source within “quotation marks.”
- Introducing clearly another author’s voice into the document by means of a signal phrase (an introduction of that author).
- Offering, in short, a clear distinction between one’s own voice or ideas and those of any outside authors brought into the discussion.

Wayland Baptist University observes a ZERO TOLERANCE policy regarding Academic Dishonesty.

- Any suspected instance of academic dishonesty, including plagiarism, will first be evaluated by the instructor, and discussed individually with the student.
- If the instructor determines that a student’s actions constitute Academic Dishonesty, the case will be filed with the dean of the School of Languages and Literature and reported to the university executive vice president/provost, as per university policy.
- Per university policy, second offenses RESULT IN SUSPENSION FROM THE UNIVERSITY.
- In this course, the first instance of Academic Dishonesty may also result in a zero on the assignment.

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:
Complete all assigned reading as indicated on the attached course schedule, participate in the on-line discussion board forums and complete all assignments, including case studies and exams when applicable. In case the student is unable to submit assignments on the due date, please make prior arrangements with the instructor.

Homework (54%) – There are six homework assignments, each worth 90 points. Homework assignments’ detailed instructions are posted in Blackboard in their respective weekly folders.

Exam (16%) – There will be a midterm exam. The exam will be consisted of multiple choices questions, true and false questions, and word problems. The exam is worth 160 points.
Research Paper (20%) - The course research paper will require a minimum of 12 pages of content covering the Introduction, Literature Review, and Conclusions sections. The paper title page, abstract, table of contents, and references page don’t count towards the 12 pages requirement. Students are expected to utilize at least 8 scholarly (peer-reviewed) sources published within the last five (5) years. Students are required to present their research paper in classroom. Oral presentation carries 30% of the overall points (60 points) and the content portion carries 70% of the points (140 points). More detail information regarding the research paper will be provided in the classroom, including a review of American Psychological Association (APA. 7th ed.) writing styles, format, and rules.

Attendance (10%) - The student will earn 100 total points if attend, participate and complete all class meetings assignments for each class session. Each class session will be worth 12.5 attendance points. For the on-line sessions, the student will be required to complete all on-line assignments to earn the 12.5 attendance points.

Grade Scale:

| 90 to 100 %   | A   |
| 80 to 89%     | B   |
| 70 to 79%     | C   |
| 60 to 69%     | D   |
| 0 to 59%      | F   |

Grade Distribution:

- Attendance 10%
- Homework 54%
- Exams 16%
- Research paper 20%
- Total 100%

17.1 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.”

18. TENTATIVE SCHEDULE

Week 1: 08/20/2020 – In Classroom
Reading requirements:
- Fairholm: Introduction: The History and Theory of Power
- Fairholm: Chapter 1 – Elements of a Definition
- Fairholm: Chapter 2 – Defining the Forms of Power
- DeLuca: Chapter 1 - Introduction
- DeLuca: Chapter 2 – Understanding Your Own Political Style
Homework # 1, due on 08/27/2020
Week 2: 08/27/2020 – In Classroom
Reading requirements:
Fairholm: Chapter 3 – Bases of Power
Fairholm: Chapter 4 – Using Power Politics in Organizational Life
Fairholm: Chapter 5 – A Power Use Model
DeLuca: Chapter 3 – The Political Blind Spot
Homework # 2, due on 09/03/2020

Week 3: 09/03/2020 – Online Real-Time via Bb Collaborate Ultra
Reading requirements:
Fairholm: Chapter 6 – Power Use Tactics: Application of Power on the Job
Fairholm: Chapter 7 – Using Power in Organization
Fairholm: Chapter 8 – Tactics Used with Superiors
DeLuca: Chapter 4 – A Case Example: The Future of the Milford Steel Company
Homework # 3, due on 09/10/2020

Week 4: 09/10/2020 – In Classroom
Reading requirements:
Fairholm: Chapter 9 – Power Tactics Used with Peers
Fairholm: Chapter 10 – Tactics Used with Subordinates
DeLuca: Chapter 5 – Mapping the Political Territory: The OPMT tool
Midterm exam, due on 09/17/2020

Week 5: 09/17/2020 – Online Real-Time via Bb Collaborate Ultra
Reading requirements:
Fairholm: Chapter 11 – Comparing Tactics
DeLuca: Chapter 7 – Charting a Political Strategy: Agenda Linking
DeLuca: Chapter 6 – Developing Coalitions
Homework # 4, due on 09/24/2020

Week 6: 09/24/2020 – In Classroom
Reading requirements:
Fairholm: Chapter 12 – How Inner Leaders Get Willing Compliance
DeLuca: Chapter 8 – 101 Ways to Shoot Oneself in the Foot: Know the Organization Culture
DeLuca: Chapter 9 – Building Momentum
Homework # 5, due on 10/01/2020

Week 7: 10/01/2020 – Online Real-Time via Bb Collaborate Ultra
Reading requirements:
Fairholm: Chapter 13 – Using Power in Multinational Groups
DeLuca: Chapter 10 – Customizing Attempts at Influence
DeLuca: Chapter 11 – Handling the Machs
Homework # 6, due on 10/08/2020
Research Paper and Oral Presentations due on 10/08/2020

Week 8: 10/08/2020 – In Classroom
Research Paper and Oral Presentations are due

19. ADDITIONAL INFORMATION

Faculty may add additional information if desired.