

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 5306 HI01 – Leadership and Management Development

Campus: Hawaii Campus

Term/Session: Fall 2, 2024 (Oct 14 – Dec 14, 2024)

Instructor: Dr. Dan Jacobson

Office Phone Number/Cell #: 808-369-6325 (cell)

WBU Email Address: daniel.jacobson@wayland.wbu.edu

Office Hours, Building, and Location: By appointment or before/after class

Class Meeting Time and Location: Fridays, Kapolei Campus, 5:30 – 8:15 pm (hybrid class)

Catalog Description:

Current and historical leadership theories with emphasis on viewing the leadership function in the context of organizational behavior and design; assessment of organization change, performance, staffing, training and development, and diversity; measurement of results; ethical implications and social responsibility

Prerequisite:

BUAD 5300 (For the M.P.A. MGMT 3304 only)

Textbook Information

Required Textbook(s) and/or Required Materials:

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#
<u>Developing Management Skills</u>	Whetten	10th	2020	Pearson	9780-13564-2917

If this is an UNDERGRAD class the textbook for this course is part of the **Pioneer Academic Access Program**. You will have access to an eBook and interactive learning material on the first day of class through your Blackboard course site. If the course requires a physical book you can order at bookstore.wbu.edu. The cost of all your materials are billed to your student account at \$26.00 per credit hour. You can choose to opt-out, however if you do you will lose access to **all classes/materials** and have to source through third party vendors You will be notified via email with access instructions and additional information. If you are in a GRADUATE class you will have an Automatic eBook which is billed directly to your student account or a physical book that can be purchased at bookstore.wbu.edu. If

you do not wish to participate in the Automatic eBook program, you will have the first week of class to opt-out of the program (additional details will be outlined in your email instructions).

Optional Materials: N/A

Course Outcome Competencies:

- Evaluate how the various leadership and management theories function in organizational behavior and design.
- Evaluate the essential components of managing and leading change.
- Develop core competencies found in effective leadership.
- Synthesize Spiritual Gifts into three views of leadership.

Attendance Requirements

(School Policy) 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 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 to discuss possible arrangements for making up absences..

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.

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

Attendance & Participation	10%
Blackboard Discussion Average	20%
Article Evaluation Average	20%
Final Paper	40%
Paper Presentation	10%

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

Weeks & Dates	Classroom Work	Homework Due by Next Meeting
Week 1 October 18 th	Introductions/Syllabus	Read Chapters 1-2 • Bb #1 Initial Response
Week 2 October 25 th	Developing Self-Awareness Managing Stress & Well-Being	Read Chapter 3 • Article Evaluation #1 • Bb #1 Classmate Responses
Week 3 November 1 st	Solving Problems Analytically	Read Chapters 4-5 • Article Evaluation #2 • Bb #2 Initial Response
Week 4 November 8 th	Building Relationships Gaining Power & Influence	Read Chapter 6 • Article Evaluation #3 • Bb #2 Classmate Responses
Week 5 November 15 th	Motivating Performance	Read Chapters 7-8 • Article Evaluation #4 • Bb #3 Initial Response • Tell me your paper topic

Week 6 November 22 nd	Negotiating/Resolving Conflict Empowering & Engaging Others	Read Chapters 9-10 <ul style="list-style-type: none"> • Article Evaluation #5 • Bb #3 Classmate Responses
	THANKGIVING BREAK	
Week 7 December 6 th	Building Effective Teams Leading Positive Change	<ul style="list-style-type: none"> • Complete Final Paper
Week 8 December 13 th	Paper Presentations in Class	

*** Professor reserves the right to alter this schedule as needed ***

Additional Information

Blackboard Discussions: Our discussions will be two weeks long. In the first week, students will fully answer the discussion question(s) using scholarly resource support and critical thinking. It must be a comprehensive response adding value to the discussion and demonstrating application of the principles being discussed (represented on the schedule as “Initial Response”). In the second week, you must respond to at least two classmates in a substantive manner, which should demonstrate scholarship and critical analysis. Use outside sources to substantiate your assertions (represented on the schedule as “Classmate Responses”). The more times you respond to classmates, and the more comprehensively you respond will increase your grade for the discussion. Your average for all of these will be multiplied by the 20% of your grade, so if you don’t participate in the discussions, it will bring your average down.

Article Evaluations: Article Evaluations help to show the concepts from the text in practical application. Students will find peer-reviewed articles relating to the selected topics and critique them. They will provide a good summary of the salient points of the article. Additionally, they will discuss how the article content shows an application of the theory or theories discussed in the respective week’s readings. Like the discussions, your average for all of these will be multiplied by the 20% of your grade, so if you don’t complete your article evaluations, it will bring your average down.

Final Paper: Students will complete one research paper for this class. The paper should be at least ten (10) pages of content, excluding cover sheet, abstract, and references, and it should utilize at least seven scholarly sources. Papers must utilize proper APA format. Topics for papers must demonstrate the application of concepts learned in this class. The paper will be submitted to Safe Assignment. If Safe Assignment detects more than a 20% match of previously written work, you must discuss with the instructor to get further instructions. The final paper is worth the largest portion of your grade (40%).

Final Paper Presentation: Students will present their final paper findings to the class. The instructor gets to read about everyone’s research in their papers, but it will also add value for the students to hear about research pertaining to what they learned in the course. The paper presentation is important since it counts as a significant portion of the class grade (10%).