MLS 5315: Organizational Theory and Behavior
Syllabus Fall 2017 (October-December)

CRN 18668/18669; Tuesday, 5:00 p.m.—8:00 p.m.

Classroom: USASMA – Room TBA
Instructor: Michael Lechuga, PhD
Office hours: Tuesday after class or by appointment
(online and telephone office hours available also)
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COURSE DESCRIPTION
This Section of Organizational Theory and Behavior (MLS 5315) is designed for us to study the
theoretical and conceptual research about how organizations are structures, how organizations
transform, and how organizations operate as processes. Students will develop and analyze theories
used by leaders and scholars to make sense of the ins and outs of today’s organizations. This course is
focused on making sense of how to build more ethical, more communicative, and more engaged
organizational relationships

LEARNING OUTCOMES
- Analyze and understand the evolution of theories pertaining to organizations with regards to
  history, political, cultural, and economic conditions.
- Create a vocabulary to describe organizations in terms of processes with specific communication,
  performance, and deliberative needs.
- Identify values in organizational change that foster higher functioning organizations.
- Demonstrate ability to compare competing perspectives and approaches to theories including
  gender studies, cultural studies, social economic studies, and others.

TEACHING PHILOSOPHY
I believe that students at this level of learning are on a self-guided path to knowledge. This means that
no longer are students being told what to learn and how to learn it; students make choices that have
real consequences that can affect the outcome of their careers. I expect students to communicate in
class, whether as an entire class or in small groups. This class will involve a lot of discussion and problem
solving, so I ask that students are prepared to add to lively discussions.

I encourage people to speak about topics and opinions openly in the class. However, I will not tolerate
violent, degrading, or derogatory language directed at other learners, other community members, or
myself. I foster a safe environment for discussion, but if there are contentious moments, I may
intervene. Students are encouraged to collaborate in the learning process, and there will always be
opportunities to raise concerns in class or in private.

REQUIRED TEXT AND TOOLS
Gormley, William T., and Balla, Steven J. 2004) Bureaucracy and Democracy: Accountability and
Performance 2nd Ed. D.C.. Congress Quarterly Press (GB)
Access to a computer, a printer, the internet, an active UTEP e-mail address, and an active Blackboard account are necessary. I will be posting additional course materials online for students to access.

COURSE REQUIREMENTS

**Blackboard Discussions (200 Points (25pts. x 8 weeks))**
Each Tuesday after class, I will be posting a discussion topic to Blackboard with an invitation to offer your thoughts on an issue relating to the readings. Each student must respond to the discussion thread no later than 4:00 p.m. Tuesday of the following week. Each response should address both my prompt and invite a dialogue between yourself and the others. I will be looking for you to contribute with ideas from the readings as well as your personal experience with leadership. The more responses with worthwhile discussions you make, the better your grade.

**Video Lecture (250 Points)**
During the semester, each student will be leading the class in a 15-minute video lecture. The session will be a visual case study where students will talk about an organizational theory from the course, talk about a case study where this theory is being observed/practiced (this can be in your organization or in another organization in the community), and synthesizing the case study and theory to teach us a lesson on organizations theory and behavior. The video must be original, student-produced, and it will be graded on how well she or he is able to effectively and ethically communicate to the group, how well they administer the procedures of the task/project, and how well they incorporate concepts into the video.

**Class Participation (200 Points)**
You are expected to attend every class. Your participation grade will be directly and negatively affected by your lack of attendance, tardiness, or early departure. More than many other courses, this is a highly interactive class. Not only will you be providing the class with information and input, but you will also be asked to interact with classmates and me regularly. Please be here ready to talk.

**Final Paper-Annotated Bibliography (350 Points)**
This 20-25 source annotated bibliography will ask you to collect theories from outside the course reading and organize them into a research resource you can use as you continue through the program. I am looking for you to collect 20-25 diverse sources that express key theories in organizational theory, organizational behavior, organizational communication, and other relevant areas. You will be graded on your ability to describe key issues in Organizational Theory in 1-2 paragraphs. Students will be graded on the quality of the writing, on the overall organization of the sources, and formatting. I ask that you use proper citation formatting (MLA or APA).

INSTRUCTOR'S POLICIES

COURSEWORK
All assignments and major projects are to be presented on the due date. An absence means forfeiting the grade for those assignments. If you cannot attend class, you should plan to submit your written
work on time. I understand that at times, there may be an emergency, and I will consider extreme cases, however, reasons like not being able to access internet, personal travel, or illness should not impede you from planning with me to get work done on time. If the homework is late, it will NOT be given a grade. For written assignments, I expect that students will consult APA, MLA, or Chicago style manuals for the guidelines required for college-level academic writing. I expect that the course’s major speaking assignments will be well researched, rehearsed, and prepared with ample time. I will provide specific guidelines for each assignment in the course.

PLAGIARISM
Plagiarism is academic dishonesty and will likely ensure your failing the class. Plagiarism means using another person’s ideas, language or other original (not common-knowledge) material without proper acknowledgement of its source. This includes taking information or ideas out of books, from articles, off the Internet, your telephone, from a friend or instructor, and so on. If the ideas or words come from a source or person other than you, you must indicate it in your writing or speech. Never use another student’s work. A plagiarized assignment will result in failure, and even further disciplinary action in accordance with UTEP policy is possible. Please become familiar with the guidelines outlined by the student handbook, and if there is any question about this topic, please contact me to schedule a meeting.

Grading Scale
90-100% = A
80-89% = B
70-79% = C
60-69% = D

OTHER POLICIES
Students are expected to know and observe the published deadlines for (a) dropping the course and (b) withdrawing from the course. These deadlines are published on the Academic Calendar, which is available in the my.utep.edu site, the course catalogue, and is in the Dean’s Office.

No competing audio/visual technology in class. Laptops and smart phones may be utilized during our course, but these moments are integrated into the curriculum. Usage of these devices, apart from the course design, will be considered competing.

Official UTEP email accounts are encouraged of every student. All business not dealt with in class will be conducted through UTEP email accounts and students are responsible for checking their accounts for course updates and notifications.

ACADEMIC MISCONDUCT
The University of Texas El Paso prides itself on its standards of academic excellence and students are expected to uphold the highest standards of academic integrity. Any student who commits an act of scholastic dishonesty is subject to discipline. Scholastic dishonesty includes, but is not limited to cheating, plagiarism, collusion, submitting work for credit that is attributable in whole or in part to another person, taking an examination for another person, and any act that gives or attempts to give unfair advantage.
ATTENDENCE
Students who miss two weeks of class will earn a failure in the course. There are no excused absences (includes illnesses, athletic competition, school retreats, etc.) Therefore, it is imperative that you attend class unless you are seriously ill, have a death in your family, are called for jury/military duty, or any other such event requiring your absence.

STUDENTS IN NEED OF ACCOMODATIONS AND OTHER SUPPORT SERVICES
If you have a documented disability that may influence your performance in this class, please consult with The Center for Accommodations and Support Services. They will help determine appropriate, reasonable accommodations. Following the meeting, please make an appointment me during the first weeks of the class, in person, and provide documentation from Center. I will make any reasonable accommodations necessary to assure your success in this course.

CALENDAR

**Week 1**
Tuesday, Oct. 17
Introduction, course syllabus, class expectations, and discussion of leadership experience, what an organization is, our expectations, and set some goals for the Term.
**Online Reading** Gormley & Balla Chapters 1 & 2

**Week 2**
Tuesday, Oct. 24
**Reading** Gormley & Balla Chapters 3 & 4
**Online Reading**

**Week 3**
Tuesday, Oct. 31
**Reading** Gormley & Balla Chapters 5
**Online Reading** Fry Chapters 1 & 2

**Week 4**
Tuesday, Nov. 7
**Reading** Fry Chapters 3 & 4
**Video Lectures**
**Online Reading** Fry Chapter 5 & 6

**Week 5**
Tuesday, Nov. 14
**Reading** Fry Chapters 7 & 8
**Video Lectures**
**Online Reading** Van Wart Chapter 1

**Week 6**
Tuesday, Nov. 21
**NO CLASS – THANKSGIVING BREAK**

**Week 7**
Tuesday, Nov. 28
**Reading** Van Wart Chapters 3 & 4
**Video Lectures**
Online Reading Van Wart Chapter 6

Week 8
Tuesday, Dec. 5
Reading Van Wart Chapters 7 & 8
Video Lectures
Online Reading Van Wart Chapters 9 & 10

Week 9
Tuesday, Dec. 12
Reading Van Wart Chapter 11 & 12
Video Lectures

Annotated Bibliographies due Friday, December 15th by 11:59 pm MT

I reserve the right to change any aspect of this syllabus and schedule, within reason, if there is an unforeseen change at any point in the course.