

Course Syllabus

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Provisional Battle Plan (aka Syllabus)

BUS 326 – Organizational Theory

Professor: Dr. C.R. Marshall

Office: CPS 320

Office Hours: The course is 100% online. Hours are virtual and by appointment (email me your questions)

E-Mail: cmarshal@uwsp.edu (mailto:cmarshal@uwsp.edu) ◀The best way to get in touch!

URL: <http://www.uwsp.edu/busecon/Pages/Faculty/cmarshall.aspx> .(<http://www.uwsp.edu/busecon/Pages/Faculty/cmarshall.aspx>)

Course Description: Organizational Theory. Use an open system perspective to examine how managers deal with factors that affect the organization. Consider factors such as environment, technology, and goals in determining the nature and structure of the organization.

Required Textbook: *Organizational Theory and Design, 13th ed.*, Daft.

Course Prerequisites: Students in this course must be majors in Management, Marketing, Finance, Business Administration, Accounting, Business Economics or minors in Business Administration and must have completed Bus 320 or Bus 325.

SBE Mission: The UW-Stevens Point School of Business and Economics creates career ready graduates and leaders through applied learning. We serve the businesses, economy, and people of the greater Central Wisconsin region. We specialize in preparing students for success by providing professional development experiences, access to employers, and in-demand skills.

The SBE achieves its mission by valuing:

- Talent development
- Lifelong learning
- Career preparation
- On the job experiences
- Community outreach
- Regional partnerships
- Continuous improvement

Accreditation Commitment: SBE is accredited by the Association to Advance Collegiate Schools of Business (AACSB), a designation earned by only 5 percent of world business schools. Accreditation instills a culture of continuously improving our programs through connections with local business leaders, alumni and the community.

Learning Outcomes

Students should understand that an organization's effectiveness is driven by its organizational structure.

- Strategy, Design and Effectiveness
- Structural Choice Options

Students should understand that organizations function as open systems within the broader organizational environment.

- Students will be able to recommend organizational changes that take into account the disparate interests of internal and external stakeholders.

Students should understand that a variety of dynamic factors impact, and are impacted by a company's organizational choices.

- Ethics and Culture
- Organizational Change and Innovation
- Decision Making
- Conflict, Power and Politics

Activities: These are the activities that make up the class. Points and due dates are listed below and/or in the individual modules.

Exams: There are 15 modules, a Welcome and one for each of the 14 chapters. Each module/chapter will have its own exam covering material from the textbook and other handouts.

Online Activities: There will be a variety of **individual** activities (One or two per module/chapter) requiring you to submit documents in Canvas.

Cases: There will be a variety of **individual** case-based projects (One per module/chapter) requiring you to submit documents in Canvas.

Pro-Events: For this course, Pro-Events are not required.

Due Dates: The due dates are shown below on each of the individual assignments. Anything can be completed early. Nothing will be accepted late without prior arrangements. See the tentative schedule below.

Online Attendance: In an online class, the idea of attendance translates to checking email, signing into Canvas, participating in online discussions and timely submission of assignments. The points for this are associated with the underlying activity. Students are expected to check their campus e-mail account and to log into Canvas on a regular basis. **Records & Registration / Financial Aid requires that I take attendance early in the term. I will use your entry in the "Introduce**

Yourself" discussion for the first week attendance.**Face Coverings:**

- At all UW-Stevens Point campus locations, the wearing of face coverings is mandatory in all buildings, including classrooms, laboratories, studios, and other instructional spaces. Any student with a condition that impacts their use of a face covering should contact the [Disability and Assistive Technology Center](https://www.uwsp.edu/datc/Pages/default.aspx) (<https://www.uwsp.edu/datc/Pages/default.aspx>) to discuss accommodations in classes. Please note that unless everyone is wearing a face covering, in-person classes cannot take place. This is university policy and not up to the discretion of individual instructors. Failure to adhere to this requirement could result in formal withdrawal from the course.
 - Yes, the class is fully online, but I support the policy and I wanted to remind you of the policy. The policy will apply to any face-to-face meetings such as office hours.
 - Going out without your mask during a pandemic is like going out without your pants. The rule is for the benefit of those around you. Expecting you to wear a mask is no more of an infringement on your personal freedom than expecting you to wear pants.

Other Guidance:

- Please monitor your own health each day. If you are not feeling well or believe you have been exposed to COVID-19, do not come to class; email your instructor and contact Student Health Service (715-346-4646).
 - As with any type of absence, students are expected to communicate their need to be absent and complete the course requirements as outlined in the syllabus.
- Maintain a minimum of 6 feet of physical distance from others whenever possible.
- Do not congregate in groups before or after class; stagger your arrival and departure from the classroom, lab, or meeting room.
- Wash your hands or use appropriate hand sanitizer regularly and avoid touching your face.
- Please maintain these same healthy practices outside the classroom.

ADA Statement: If you feel you may need an accommodation or special services for this class, please call the service at 346-3365.

Academic Misconduct: Any student caught cheating or assisting another student to cheat or allowing another student to cheat will be removed from the class and will fail. Academic Misconduct is defined as violating provisions of Chapter UWSP 14, Rules of the Board of Regents of the University of Wisconsin System, Wisconsin Administrative Code.










Grading: Grades will be distributed on a traditional scale (A,A- > 90, B+,B,B- > 80...) with the possibility of adjustments in your favor if deemed appropriate by the professor. If grades are adjusted from the traditional scale, you should expect ~25% of the class to get an A of some sort, and ~75% to get either an A or a B of some sort. This will be constrained by the following simple rule: I generally don't curve by more than a full letter grade. (Corollary: If you earn less than 50% of the available points, you should not expect to receive a passing grade.)

Early & Late: You may complete any activity or exam as soon as it is available in Canvas. No credit will be given for any work done after the deadline without prior arrangements.

You can expect to receive a zero for a grade on any work not completed by the due date.

Note: Any item on this syllabus is subject to change at my discretion with appropriate notification of the class (normally an email).

Course Summary:

Date	Details	
	 Introduce Yourself	to do: 11:58pm
	 B326 Ch1.4 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050953)	due by 11:59pm
Wed Feb 3, 2021	 B326 Ch1.1 How do you fit: Evolution of Style (https://uwstp.instructure.com/courses/376195/assignments/3050972)	due by 11:59pm
	 B326 Ch1.2 Discussion Questions (https://uwstp.instructure.com/courses/376195/assignments/3050975)	due by 11:59pm
	 B326 Ch1.3 Case: Craft Originalities, Inc. (https://uwstp.instructure.com/courses/376195/assignments/3050979)	due by 11:59pm
	 B326 Ch2.4 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050942)	due by 11:59pm
Wed Feb 10, 2021	 B326 Ch2.1 How do you fit: Strategy/Performance (https://uwstp.instructure.com/courses/376195/assignments/3050982)	due by 11:59pm
	 B326 Ch2.2 Discussion Questions (https://uwstp.instructure.com/courses/376195/assignments/3050983)	due by 11:59pm
	 B326 Ch2.3 Case: The Addington Gallery of Art (https://uwstp.instructure.com/courses/376195/assignments/3050984)	due by 11:59pm


Date	Details	
Wed Feb 17, 2021	B326 Ch3.4 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050964)	due by 11:59pm
	B326 Ch3.1 How do you fit: Working on a Team (https://uwstp.instructure.com/courses/376195/assignments/3050985)	due by 11:59pm
	B326 Ch3.2 Discussion Questions (https://uwstp.instructure.com/courses/376195/assignments/3050986)	due by 11:59pm
	B326 Ch3.3 Case: Aquarius Advertising Agency (https://uwstp.instructure.com/courses/376195/assignments/3050987)	due by 11:59pm
Wed Feb 24, 2021	B326 Ch4.3 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050961)	due by 11:59pm
	B326 Ch4.1 Discussion Questions (https://uwstp.instructure.com/courses/376195/assignments/3050988)	due by 11:59pm
	B326 Ch4.2 Case: Farrington Medical Devices (https://uwstp.instructure.com/courses/376195/assignments/3050989)	due by 11:59pm
Wed Mar 3, 2021	B326 Ch5.4 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050949)	due by 11:59pm
	B326 Ch5.1 How do you fit: Personal Networking (https://uwstp.instructure.com/courses/376195/assignments/3050990)	due by 11:59pm
	B326 Ch5.2 Discussion Questions (https://uwstp.instructure.com/courses/376195/assignments/3050991)	due by 11:59pm
	B326 Ch5.3 Case: Bradford Chemicals Company (https://uwstp.instructure.com/courses/376195/assignments/3050992)	due by 11:59pm
Wed Mar 10, 2021	B326 Ch6.4 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050960)	due by 11:59pm
	B326 Ch6.1 How do you fit: Cultural Intelligence (https://uwstp.instructure.com/courses/376195/assignments/3050993)	due by 11:59pm
	B326 Ch6.2 Discussion Questions (https://uwstp.instructure.com/courses/376195/assignments/3050994)	due by 11:59pm
	Bus326 Ch6.3 Case: Halogen Analytics (https://uwstp.instructure.com/courses/376195/assignments/3051002)	due by 11:59pm
Wed Mar 17, 2021	B326 Ch7.4 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050948)	due by 11:59pm
	B326 Ch7.1 Ethical Maturity Workshop (https://uwstp.instructure.com/courses/376195/assignments/3050995)	due by 11:59pm
	B326 Ch7.2 Discussion Questions (https://uwstp.instructure.com/courses/376195/assignments/3050996)	due by 11:59pm
	B326 Ch7.3 Case SOLO (https://uwstp.instructure.com/courses/376195/assignments/3050997)	due by 11:59pm
Wed Mar 31, 2021	B326 Ch8.3 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050944)	due by 11:59pm
	B326 Ch8.1 Discussion Questions (https://uwstp.instructure.com/courses/376195/assignments/3050998)	due by 11:59pm
	B326 Ch8.2 Case: Digitalization in the Manufacturing Sector: Skills in Transition (https://uwstp.instructure.com/courses/376195/assignments/3050999)	due by 11:59pm
Wed Apr 7, 2021	B326 Ch9.3 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050962)	due by 11:59pm


Date	Details	
	B326 Ch9.1 Discussion Questions https://uwstp.instructure.com/courses/376195/assignments/3051000	due by 11:59pm
	B326 Ch9.2 Case: Hermitage Escalator Company https://uwstp.instructure.com/courses/376195/assignments/3051001	due by 11:59pm
Wed Apr 14, 2021	B326 Ch10.3 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050956)	due by 11:59pm
	B326 Ch10.1 Discussion Questions https://uwstp.instructure.com/courses/376195/assignments/3050968	due by 11:59pm
	B326 Ch10.2 Case: YAHOO (https://uwstp.instructure.com/courses/376195/assignments/3050969)	due by 11:59pm
Wed Apr 21, 2021	B326 Ch11.3 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050957)	due by 11:59pm
	B326 Ch11.1 Discussion Questions https://uwstp.instructure.com/courses/376195/assignments/3050970	due by 11:59pm
	B326 Ch11.2 Case: Midwest Controls, Inc. https://uwstp.instructure.com/courses/376195/assignments/3050971	due by 11:59pm
Wed Apr 28, 2021	B326 Ch12.3 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050943)	due by 11:59pm
	B326 Ch12.1 Discussion Questions https://uwstp.instructure.com/courses/376195/assignments/3050973	due by 11:59pm
	B326 Ch12.2 Case: Fabulous Footwear https://uwstp.instructure.com/courses/376195/assignments/3050974	due by 11:59pm
Wed May 5, 2021	B326 Ch13.4 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050950)	due by 11:59pm
	B326 Ch13.1 How do you fit: Making Important Decisions https://uwstp.instructure.com/courses/376195/assignments/3050976	due by 11:59pm
	B326 Ch13.2 Discussion Questions https://uwstp.instructure.com/courses/376195/assignments/3050977	due by 11:59pm
Wed May 12, 2021	B326 Ch13.3 Case: Dubois French Eatery https://uwstp.instructure.com/courses/376195/assignments/3050978	due by 11:59pm
	B326 Ch14 Case: The Burlington Plant https://uwstp.instructure.com/courses/376195/assignments/3050981	due by 11:59pm
Wed May 19, 2021	B326 Ch14.1 Discussion Questions https://uwstp.instructure.com/courses/376195/assignments/3050980	due by 11:59pm
	B326 Ch14.3 Quiz (https://uwstp.instructure.com/courses/376195/assignments/3050939)	due by 11:59pm
	Chapter 01: Organizations and Organization Design https://uwstp.instructure.com/courses/376195/assignments/3050958	
	Chapter 02: Strategy, Organization Design, and Effectiveness https://uwstp.instructure.com/courses/376195/assignments/3050954	
	Chapter 03: Fundamentals of Organization Structure https://uwstp.instructure.com/courses/376195/assignments/3050965	
	Chapter 04: The External Environment https://uwstp.instructure.com/courses/376195/assignments/3050959	
	Chapter 05: Interorganizational Relationships https://uwstp.instructure.com/courses/376195/assignments/3050945	

Date

Details

 [Chapter 06: Designing Organizations for the International Environment](https://uwstp.instructure.com/courses/376195/assignments/3050946) (<https://uwstp.instructure.com/courses/376195/assignments/3050946>)

 [Chapter 07: Designs for Societal Impact: Dual-Purpose Organizations, Corporate Sustainability, and Ethics](https://uwstp.instructure.com/courses/376195/assignments/3050955) (<https://uwstp.instructure.com/courses/376195/assignments/3050955>)

 [Chapter 08: Designs for Manufacturing and Service Technologies](https://uwstp.instructure.com/courses/376195/assignments/3050941) (<https://uwstp.instructure.com/courses/376195/assignments/3050941>)


 [Chapter 09: Designs for Digital Organizations and Big Data Analytics](https://uwstp.instructure.com/courses/376195/assignments/3050940) (<https://uwstp.instructure.com/courses/376195/assignments/3050940>)

 [Chapter 10: Organization Size, Life Cycle, and Decline](https://uwstp.instructure.com/courses/376195/assignments/3050951) (<https://uwstp.instructure.com/courses/376195/assignments/3050951>)

 [Chapter 11: Organization Culture and Control](https://uwstp.instructure.com/courses/376195/assignments/3050947) (<https://uwstp.instructure.com/courses/376195/assignments/3050947>)

 [Chapter 12: Innovation and Change](https://uwstp.instructure.com/courses/376195/assignments/3050967) (<https://uwstp.instructure.com/courses/376195/assignments/3050967>)

 [Chapter 13: Decision Making Processes](https://uwstp.instructure.com/courses/376195/assignments/3050952) (<https://uwstp.instructure.com/courses/376195/assignments/3050952>)

 [Chapter 14: Conflict, Power and Politics](https://uwstp.instructure.com/courses/376195/assignments/3050966) (<https://uwstp.instructure.com/courses/376195/assignments/3050966>)
