I. IDENTIFYING INFORMATION

Course: MSA 601
Course Title: Organizational Dynamics and Human Behavior
CRN: 22220104
Term: Spring I
Location: Online
Course Dates: 1/7, 3/1/2013
Course Days and Times:
Prerequisites: None.

Blackboard

Blackboard is a web-based learning management system licensed by CMU. Within Blackboard, a course website, also known as a shell, is automatically created for every CMU course. Face-to-face courses may or may not incorporate Blackboard, whereas Blackboard course shells are always used for online courses and will be available to you prior to the course start date. Seeing the course shell listed in Blackboard with unavailable adjacent to its title is an indication that your instructor has not made it available and is in no way indicative of registration status. To access Blackboard, open a web browser and enter http://blackboard.cmich.edu. After the site loads, enter your CMU Global ID and password in the respective spaces provided. Click the "login" button to enter Blackboard and then the link to the appropriate course to enter the course’s Blackboard shell. If you need assistance, contact the IT Helpdesk at 989-774-3662 / 800-950-1144 x. 3662. Self-guided student tutorial resources are also available at http://www.cmich.edu/blackboard.

Instructor: Kenneth Lynch
Primary Phone Number: 760-931-0030
E-Mail Address: lynch2kr@cmich.edu
Availability: 9-5; M-F
Academic Biography:
Kenneth Lynch, J.D., Ph.D. is a practicing attorney and practicing forensic psychologist in San Diego, California. He became interested in the law while testifying in court as a forensic psychologist on insanity cases.

II. TEXTBOOKS AND INSTRUCTIONAL MATERIALS

Textbooks and Course Materials:
Title: Organizational Dynamics and Human Behavior (custom)
Author: CMU
Edition: 2nd 09
ISBN: 978-0-07-746183-6
Publisher: McGraw-Hill
Required: Yes

Order books from MBS at: http://bookstore.mbsdirect.net/cmu.htm

III. COURSE DESCRIPTION

An examination and application of organizational theories aimed at developing a conceptual framework for the understanding and analysis of human behavior in complex organizations.

IV. COURSE GOALS AND OBJECTIVES

Upon successfully completing this course, the student will be able to:

1. Identify, understand, and explain various organizational theories.
2. Effectively apply theory to critically evaluate administrative contexts and events in modern complex organizations, including the concept of organizations as systems.
3. Identify potential limitations of current organizational theories as they apply to modern multicultural and international organizations.
4. Understand the range of possible structures and processes for meeting the goals and missions of organizations including the role of change and change processes in organizations.
5. Understand the effects of individual, interpersonal, group/team, and organizational dynamics and interaction on organizational functions, productivity and culture.
6. Identify and apply the primary characteristics, styles, and strategies of effective leadership to make appropriate decisions and plans for coordinating organizational goal and mission accomplishment.
7. Identify the range of problems in the workplace that can be solved through an understanding of employee behavior and how that behavior affects the organization/system.
8. Develop reasonable solutions to organizational dynamic problems using appropriate facts, concepts, principles, analytic techniques and theories.

V. METHODOLOGY
This is a web-based class. Our methods will include but not be limited to: lectures, discussions, group work [including small and large group projects and activities], papers, case studies, presentations and examinations.

VI. COURSE OUTLINE/ASSIGNMENTS
Pre-Class Assignment:
Read Chapters One and Two in the text.

Course Outline:
Introduction to Organizational Theory
Normative Approaches [classical, human relations, systems]
Introduction to Organizational Behavior
Organizations as Cultures
Managing Individuals [individual differences, diversity, motivation]
Managing Social [group dynamics, decision-making, conflict]
Managing Organizational Process [communication, power, leadership]
Future of Organization [change, design, global impact]

Assignment Due Dates:
Week 2: Organization Philosophy Paper 15%
Week 4: Midterm Project 20%
Week 6: Case Study 15%
Week 8: Final Project 25%
Week 8: Website Review 5%
Weeks 1-8: Chat Participation 20% [8 times 2.5 per Wimba]

Post-Class Assignment:
None.

Student Involvement Hours:
24/7
VII. CRITERIA FOR EVALUATION

Evaluation Criteria:

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Philosophy Paper</td>
<td>15</td>
</tr>
<tr>
<td>Web Review</td>
<td>5</td>
</tr>
<tr>
<td>Midterm Paper</td>
<td>20</td>
</tr>
<tr>
<td>Case Study</td>
<td>15</td>
</tr>
<tr>
<td>Final Project Paper</td>
<td>25</td>
</tr>
<tr>
<td>Wimba Sessions</td>
<td>20</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

Grading Scale:

A: 97-100
A-: 92-96
B+: 88-91
B: 83-87
B-: 80-82
C+: 78-79

Late Assignments:
No Late Assignments Accepted.

Make-ups and Rewrites:
No Make-Ups or Rewrites.

VIII. EXPECTATIONS

Attendance and Participation:
As a web-based class, all students are expected to participate in all Wimba Sessions and all Online Discussion Boards.

Academic Integrity:

Because academic integrity is a cornerstone of the University's commitment to the principles of free inquiry, students are responsible for learning and upholding professional standards of research, writing, assessment, and ethics in their areas of study. Written or other work which students submit must be the product of their own efforts and must be consistent with appropriate standards of professional ethics. Academic dishonesty, which includes cheating, plagiarism and other forms of dishonest or unethical behavior, is prohibited. A breakdown of behaviors that constitute academic dishonesty is presented in the CMU Bulletin (https://bulletins.cmich.edu/).

Student Rights and Responsibilities:

Each member of the Central Michigan University community assumes an obligation regarding self conduct to act in a manner consistent with a respect for the rights of others and with the University's function as an educational institution. As guides for individual and group actions within this community, the University affirms the general principles of conduct described in the Code of Student Rights, Responsibilities and Disciplinary Procedures at https://www.cmich.edu/about/leadership/office_provost/dean/Pages/Code-of-Student-Rights.aspx.

IX. SUPPORT SERVICES AND OTHER REQUIREMENTS

Global Campus Library Services (GCLS)
CMU offers you a full suite of library services through its Global Campus Library Services (GCLS) department. Reference librarians will assist you in using research tools and locating information related to your research topic. The library’s Documents on Demand office will help you obtain copies of the books and journal articles you need. Check out the GCLS website at http://oclsls.cmich.edu for more information.

Reference librarian contact information:
1. By phone: (800) 544-1452.
2. By email: oclslsref@cmich.edu
3. By online form: http://oclsls.cmich.edu/reference/index.html#form

Documents on Demand office contact information:
1. By phone: (800) 274-3838
2. By email: docreq@cmich.edu
3. By fax: (877) 329-6257

Writing Center

The CMU Writing Center is a free online service for all CMU students, providing help with grammar, citations, bibliographies, drafts, and editing of academic papers. Suggestions and feedback are typically provided within two business days. For additional information and to submit work, visit http://websites.cmich.edu/writingcenter/

ADA

CMU provides individuals with disabilities reasonable accommodations to participate in educational programs, activities and services. Students with disabilities requiring accommodations to participate in class activities or meet course requirements should contact Susie Rood, Director of Student Disability Services at (800) 950-1144, extension 3018 or email her at sds@cmich.edu, at least 4 weeks prior to registering for class. Students may find additional ADA information and forms at http://go.cmich.edu/support_services/academic/StudentDisabilityServices/Pages/default.aspx

Note to faculty: CMU Administration will notify you if applicable; otherwise, the student will provide a "Notification Letter to the Instructor" outlining the accommodations the student is approved to receive.

X. BIBLIOGRAPHY

MANAGEMENT:

STRATEGIC PLANNING:
DECISION MAKING

ORGANIZATIONS:

ORGANIZATIONAL CHANGE:

ORGANIZATIONAL EFFECTIVENESS:


Center Information
CENTRAL MICHIGAN UNIVERSITY
CMU ONLINE COURSE

ENROLLMENT & STUDENT SERVICES - ONLINE COURSES
(989) 774-1129
Fax (989) 774-1998
Email cmuonline@cmich.edu
Website www.global.cmich.edu/CMUOnline
Drop/Withdrawal Policy http://global.cmich.edu/courses/drop-withdraw.aspx

VIRTUAL RESOURCES FOR STUDENTS
CMU OIT (Office of Information Technology) Help Desk
https://www.cmich.edu/office_provost/OIT/help/help_desk/Pages/default.aspx
Online Learning Resource Center
https://www.cmich.edu/global/cmuonline/about/Pages/default.aspx
Proctoring
https://www.cmich.edu/global/cmuonline/proctoring/Pages/default.aspx

Harassment and discrimination
You have a right to feel safe and supported while pursuing your degree at CMU. If any professor, student, or staff member makes you feel that you have been discriminated against, disrespected or stuck in a hostile environment, the Office of Civil Rights and Institutional Equity (OCRIE) is here to help: Bovee UC 306, (989) 774-3253. For resources and more information, please see https://www.cmich.edu/office_president/OCRIE/

Sexual misconduct policy
With the exception of the confidential resources named explicitly within the Sexual Misconduct Policy, all CMU staff and faculty are responsible employees and are required to report any information they know about possible sexual misconduct to the Title IX Coordinator in OCRIE: Kathy Lasher, (989) 774-3253. This means that any information you may divulge about such an incident in the classroom or with a faculty member cannot be confidential. Reports to OCRIE are intended to provide options and resources to survivors. Please keep these reporting obligations in mind as you seek support from staff and faculty you trust, and know that there are also support centers on campus that will maintain confidentiality, which include Sexual Aggression Peer Advocates (989-774-2255) and the CMU Counseling Center (989-774-3381). For resources and more information, please see https://www.cmich.edu/office_president/OCRIE/