



# A&M-COMMERCE

**MGT 305:  
PRINCIPLES OF MANAGEMENT  
SPRING SEMESTER 2020**

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**Office Hours:** Mon & Wed 10-11:30am and by Appointment (or send me an email anytime!)

**Textbook: Open Educational Resource (free link to [online](#) and [.pdf](#) versions)**

### **COURSE OBJECTIVES:**

This course is a comprehensive study of managerial functions (planning, organizing, leading, and controlling) for the purpose of achieving organizational goals. Its primary aim is to provide a knowledge base for addressing challenges inherent in managing people. Through completion of this course students will:

- Explain the role, purpose and functions of management
- Understand the environmental forces that affect managers and organizations.
- Compare and contrast ethical systems and their influence on decisions made by managers

### **COURSE FORMAT:**

This is a face-to-face course. You will find the majority of the information and materials that you will need to complete the course in this syllabus and on the MyLeoOnline course management website.

### **COURSE SCHEDULE:**

A course schedule is included at the end of this syllabus.

### **SYLLABUS SUBJECT TO CHANGE STATEMENT:**

I anticipate that we will follow the schedule I've outlined in this syllabus, but I may make adjustments based on what actually happens in class. I may also change the basis for the course grade (if I need to eliminate an assignment or something of that nature). If I do so, I will inform you in writing. Remaining in the course after reading this syllabus will signal that you accept the possibility of changes and responsibility for being aware of them.

### **STATEMENT ON ACADEMIC INTEGRITY:**

Academic honesty is the foundation of the university community. Cheating, plagiarism, or other acts of academic dishonesty compromise the integrity of the academic process and community and are subject to disciplinary action. For this class, plagiarism will result in automatic failure (final course grade of F).

An academic honesty policy has been posted under the "Doc Sharing" tab. You should read this document, initial it, and submit it to me via its corresponding "Dropbox".

### **SPECIAL NEEDS/REASONABLE ACCOMODATIONS:**

The Americans with Disabilities Act (ADA) is a federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

Student Disability Resources & Services  
Texas A&M University-Commerce  
Gee Library, Room 162  
Phone (903) 886-5150 or (903) 886-5835 Fax (903) 468-8148  
[StudentDisabilityServices@tamuc.edu](mailto:StudentDisabilityServices@tamuc.edu)

### **COUNSELING CENTER:**

The Counseling Center at A&M-Commerce, located in the Halladay Building, Room 203, offers counseling services, educational programming, and connection to community resources for students. Students have 24/7 access to the Counseling Center's crisis assessment services by calling 903-886-5145. For more information regarding Counseling Center events and confidential services, please visit [www.tamuc.edu/counsel](http://www.tamuc.edu/counsel)

## CAMPUS CONCEALED CARRY STATEMENT:

Texas Senate Bill - 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in Texas A&M University-Commerce buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so. Pursuant to Penal Code (PC) 46.035 and A&M-Commerce Rule 34.06.02.R1, license holders may not carry a concealed handgun in restricted locations. For a list of locations, please refer to (<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf>) and/or consult your event organizer). Pursuant to PC 46.035, the open carrying of handguns is prohibited on all A&M-Commerce campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.

## TENETS OF COMMON BEHAVIOR STATEMENT:

All students enrolled at the university shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment (See current Student Handbook).

## UNIVERSITY NONDISCRIMINATION STATEMENT:

A&M-Commerce will comply in the classroom, and in online courses, with all federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

## COURSE POLICIES AND INSTRUCTOR EXPECTATIONS:

Students are required to meet the expectations listed below.

- **Professional Behavior:** It is important that you maintain a professional demeanor at all times, including during “electronic communication”. Texas A&M-Commerce expects this from you, as do current and future employers. Since so much communication in the workplace is “electronic” nowadays, this course will be a good place to practice interacting in a manner appropriate to a professional setting. In particular, take special care when posting and responding to discussion board questions.
- **Regular and Timely Attendance and Participation:** You are expected to attend class and log onto MyLeoOnline regularly. It is the responsibility of each student to keep up with the scheduled readings, discussions, and assignments/exams.
- **Changes to Schedule:** While I plan to stick to the class schedule, there might be occasions to modify the schedule. In these cases, all changes will be announced in class, on MyLeoOnline and/or through e-mail. It is your responsibility to become aware of any such changes.
- **E-mail:** Routinely check your **Texas A&M-Commerce** email account. This is my primary mechanism for communicating outside of the class and MyLeoOnline. Additionally, I check my e-mail several times a day, so this is the best way to reach me. I strive to respond to any email within 24 hrs (even if it just to acknowledge receipt of the email while I continue to work on the request).

## ASSIGNMENTS:

1. **Format & Naming Convention:** All submitted assignments should be MS Word (.doc or docx) documents unless otherwise posted in the assignment instructions. Put your “LastnameFirstname” in the title of all submitted documents. Example: “WilliamsAlex Assignment 1.docx”
2. **Due Dates & Times:** Assignments are due at the **date** and **time** listed in MyLeoOnline. You will have until **11:30 PM CST on the due date** to submit assignments.
3. **Assignments must be complete.** You must complete and submit all components at the specified due date and time to receive credit for the assignment. Please don’t turn in work that is incomplete.
4. **Late Policy:** I will accept late assignments, but with penalty. For each day that your assignment is late, I will deduct **10 POINTS** from your grade. If you do not meet the 11:59 PM deadline (even by one or two minutes), I will deduct 10 points. If you do not turn the assignment in by 11:59 PM CST the next day, I will deduct an additional 10 points, and so on. Saturdays and Sundays count towards the total days late.
5. **Make-up Exams or Late Assignments are only accepted if you obtain university approved documentation for your excuse.** There are no make-up assignments for poor performance on a previous assignment.

## GRADE COMPONENTS:

Component	Type	Percentage
Participation/Attendance/Exercises	Individual	10 %
Article Summaries	Individual	10 %
Ethics Assignment	Individual	10 %
Group Project	Group	10 %
Multiple Choice Quizzes	Individual	20 %
In-Class Exams	Individual	30 %
Final Exam (Comprehensive)	Individual	10 %
<b>Course Total</b>		

Grading Scale:	
A	90 – 100%
B	80 – 89%
C	70-79%
D	60-69%
F	Below 60%

Incomplete - Must be previously agreed upon by student and instructor.

Withdrawal - Must be initiated by the student administratively.

### **Class Attendance/Participation/Exercises/Quizzes**

Class attendance and participation (e.g., providing insightful comments and questions about the readings, contributing to class discussions, class exercises) are expected & will be graded. Additionally, role will be taken on a regular basis.

### **Article Summaries**

The ability to write clearly using precise business language, readable sentences, and coherent paragraphs is an essential skill of all business men and women. Keeping up-to-date on current business trends is also a great asset for business men and women. Therefore, these article summaries will help develop written communication skills and expose students to popular press articles. A few examples of popular press outlets are Wall Street Journal, Business Week, U. S. News and World Report, and Fortune.

### **Ethics Assignment**

Understanding the role of ethics in decision making is a major part of success in today's business environment. Therefore, this assignment will help you assess and increase your ability to evaluate business decisions from an ethical standpoint.

### **Group Project**

Similar to the written communication skill mentioned above, the ability to present in front of a group is another essential skill for business people. Therefore, each student will be assigned to a group of approximately 4-5 individuals and will choose an organization (from a list provided by the professor). Groups will create and present a PowerPoint presentation on that organization to the class. See the Group Project handout for details.

### **Exam Information**

Exams will be given to assess your understanding of course material. Exams will consist of multiple-choice questions (online) as well as a short-answer (in-class) component.

**NOTE:** An exam should be a measure of a student's learning. Academic dishonesty diminishes a student's learning, and also devalues the learning of other students. It is unacceptable in an academic community. Therefore, some course exams employ a proctoring service to ensure exam security. These rely upon an algorithm to flag suspicious behavior. As your instructor, I can review recorded testing sessions to determine if cheating has taken place.

**Please note:** If a student misses an exam, the student will earn a grade of zero. Makeup exams will not be given.

*Further details on all assignments and grade components will be provided in MyLeoOnline and in class.*

1.	August 30 <sup>th</sup>	Introduction and History of Management <b>Read, Initial, and Submit the Honesty Policy</b>
2.	September 6 <sup>th</sup>	Organizational Diversity and Culture
3.	September 13 <sup>th</sup>	International Management
4.	September 20 <sup>th</sup>	<b>Exam 1 (Module 1) (MC &amp; Essay)</b>
5.	September 27 <sup>th</sup>	Problem Solving and Decision Making
6.	October 4 <sup>th</sup>	Strategic Management
7.	October 11 <sup>th</sup>	Organizational Structure and Design
8.	October 18 <sup>th</sup>	<b>Exam 2 (Module 2) (MC &amp; Essay)</b>
9.	October 25 <sup>th</sup>	Ethics and Corporate Social Responsibility
10.	November 1 <sup>st</sup>	Organizational Behavior and Individual Differences
11.	November 8 <sup>th</sup>	Motivation in the Workplace
12.	November 15 <sup>th</sup>	<b>Exam 3 (Module 3) (MC &amp; Essay)</b>
13.	November 22 <sup>nd</sup>	Human Resources
14.	November 29 <sup>th</sup>	Leadership Theories and Trends
15.	December 6 <sup>th</sup>	Group Projects
16.	December 13 <sup>th</sup>	<b>Exam 4 (Module 4) (MC &amp; Essay)</b>

**Consider this a tentative schedule (subject to change).**

**The official schedule will be maintained within our Learning Management System (MyLeoOnline); therefore, please refer to MyLeoOnline for complete schedule.**