

Course Syllabus

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Fermanian School of Business
BUS-LDR6064 Organizational Communication
3 Units

Summer 2026, Quad 2
July 6 – August 30

Meeting Location: Online

Instructor: Dr. Randall Waynick

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Office Location and Hours: *by appointment*

PLNU Mission

To Teach ~ To Shape ~ To Send

Point Loma Nazarene University exists to provide higher education in a vital Christian community where minds are engaged and challenged, character is modeled and formed, and service is an expression of faith. Being of Wesleyan heritage, we strive to be a learning community where grace is foundational, truth is pursued, and holiness is a way of life.

Fermanian School of Business Mission

Character ~ Professionalism ~ Excellence ~ Relationships ~ Commitment ~ Innovation

As members of a vital Christian community, we strive to provide high quality business programs that equip students to make a positive impact in their workplace and community by connecting purpose to practice.

Course Description

This course examines the function of communication within the context of complex organizations and multiple audiences. Topics include various approaches to communication including classical, human relations, and systems. In addition, socialization, decision making, conflict management, and organizational change processes are addressed. Consideration is given to the use of information and technology and the changing landscapes of organizations as it relates to organizational communication.

Course Learning Outcomes

The student who successfully completes this course will be able to:

1. Exhibit an understanding of key organizational communication concepts (PLO 1).
2. Describe the role and challenges of communication and communication processes in organizations (PLO 1).
3. Examine how organizational contexts influence communication processes (PLO 2 & 4).
4. Create processes and structures for communication within organizations. (PLO 2 & 4).
5. Demonstrate effective organizational communication skills (PLO 2 & 4).
6. Debate the importance of diverse viewpoints as essential to organizational success, effective leadership, team building, and conflict management (PLO 2 & 6).

Institutional Learning Outcomes

1. Learning, Informed by our Faith in Christ. Students will acquire knowledge of human cultures and the physical and natural world while developing skills and habits of the mind that foster lifelong learning.

2. Growing, in a Christ-centered Faith Community. Students will develop a deeper and more informed understanding of others as they negotiate complex professional, environmental, and social contexts.

3. Serving, in a Context of Christian Faith. Students will serve locally and/or globally in vocational and social settings.

Required Texts and Recommended Study Resources

- Organizational Communication: Approaches and Processes (7th Edition) by Katherine Miller.

Weekly video and article assignments. Each week includes assigned open-access articles and videos (a professor video lecture plus selected talks), provided in Canvas. All weekly readings and videos are free and require no purchase.

Note: Students are responsible for obtaining the Miller textbook prior to the first day of class and are encouraged to begin reading as soon as possible. All supplemental articles and videos are posted in Canvas for your personal academic use; these materials may be protected by copyright and should not be duplicated or distributed without permission of the copyright owner.

Course Credit Hour Information

In the interest of providing sufficient time to accomplish the stated Course Learning Outcomes, this class meets the PLNU credit hour policy for a 3-unit class delivered over 8 weeks. It is anticipated that students will spend a minimum of 37.5 participation hours per credit hour on their coursework. For this course, students will spend an estimated 112.5 total hours meeting the course learning outcomes. The time estimations are provided in the Canvas modules.

Assessment and Grading

Grades will be based on the following distribution of points:

Course Assignments	Points
Introduction Assignment	5
WK1 Reflection Essay	15
Weekly Professor Lecture + Discussion (40 x 7)	280
Miller Discussions (20 x 7)	140
Weekly Videos (20 x 7)	140
Weekly Research Project Assignments (40 x 6)	240
Final Research Project Essay	120
PowerPoint Presentation	60
Total Points	1000

Assignment descriptions. Each week follows the same rhythm:

Weekly Professor Lecture + Discussion — watch the professor's video lecture (one 30-minute video or two 15-minute videos) introducing the week's concepts, then participate in the week's discussion.

Miller Discussions — the weekly peer/group discussion board tied to the assigned Miller chapters and the week's topic; post your response and reply to classmates.

Weekly Videos — watch the assigned talks selected for the week and respond to the discussion question(s) provided with them, connecting each to the week's topic. (This replaces the former weekly reading journal.)

Weekly Research Project Assignments — each week, apply the week's concepts to the organization you selected, building toward your final essay and presentation.

Final Research Project Essay & PowerPoint Presentation — your capstone reflection and a leadership-style presentation of your findings and recommendations.

Grading Scale

The following grading scale will be used for all assignments and final course grades:

93–100% = A 90–92% = A–
87–89% = B+ 84–86% = B 81–83% = B–
78–80% = C+ 75–77% = C 73–74% = C–
71–72% = D+ 68–70% = D
Below 68% = F

Incompletes and Late Assignments

All assignments are to be submitted by the due dates. There will be a 10% reduction of possible points for each day an assignment is late, and assignments will not be accepted for credit four days after the due date. If missing assignments result in the failure to meet learning outcomes, you may receive a letter grade reduction on the final grade in addition to the loss of points for missing work. Assignments will be considered late if posted after the due date and time using Pacific Time. No assignments will be accepted after midnight on Sunday night, the last day of class. Exceptions for extenuating circumstances must be pre-approved by the instructor and the program director. Incompletes will only be assigned in extremely unusual circumstances.

PLNU Spiritual Care

PLNU strives to be a place where you grow as a whole person. To this end, we provide resources for our Graduate and Adult Undergraduate students to encounter God and grow in their Christian faith. We have onsite chaplains who may be available during the week. If you have questions or a desire to meet or share any prayer requests with our chaplains, you can find them at the Chaplain's Page via myPLNU (<https://my.pointloma.edu/pages/chaplains>).

State Authorization

State authorization is a formal determination by a state that Point Loma Nazarene University is approved to conduct activities regulated by that state. In certain states outside California, PLNU is not authorized to enroll online (distance education) students. If a student moves to another state after admission to the program and/or enrollment in an online course, continuation within the program and/or course will depend on whether PLNU is authorized to offer distance education courses in that state. It is the student's responsibility to notify the institution of any change in their physical location.

PLNU Copyright Policy

Point Loma Nazarene University, as a non-profit educational institution, is entitled by law to use materials protected by the US Copyright Act for classroom education. Any use of those materials outside the class may violate the law.

PLNU Recording Notification

In order to enhance the learning experience, please be advised that this course may be recorded by the professor for educational purposes, and access to these recordings will be limited to enrolled students and authorized personnel. All recordings are subject to copyright protection. Any unauthorized distribution or publication of these recordings without written approval from the University is strictly prohibited.

PLNU Academic Honesty Policy

Students should demonstrate academic honesty by doing original work and by giving appropriate credit to the ideas of others. Academic dishonesty is the act of presenting information, ideas, and/or

concepts as one's own when, in reality, they are the results of another person's creativity and effort. A faculty member who believes a situation involving academic dishonesty has been detected may assign a failing grade for that assignment or examination or, depending on the seriousness of the offense, for the course. For all student appeals, faculty and students should follow the procedures outlined in the University Catalog.

During the first week of class, you will be asked to submit an Academic Honesty Verification Statement. Submitting the statement is a requirement of this course. Statement: "In submitting this form, I am verifying all the assignments in this course will be completed by me and will be my own work."

Artificial Intelligence (AI) Policy

You are allowed to use Artificial Intelligence (AI) tools (e.g., ChatGPT, Gemini, GrammarlyGo, Perplexity, etc.) to generate ideas, but you are not allowed to use AI tools to generate content (text, video, audio, images) that will end up in any work submitted to be graded for this course. If you have any doubts about using AI, please gain permission from the instructor.

PLNU Academic Accommodations Policy

PLNU is committed to providing equal opportunity for participation in all its programs, services, and activities in accordance with the Americans with Disabilities Act (ADA). Students with disabilities may request course-related accommodations by contacting the Educational Access Center (EAC), located in the Bond Academic Center (EAC@pointloma.edu or 619-849-2486). Once a student's eligibility for an accommodation has been determined, the EAC will work with the student to create an Accommodation Plan (AP) that outlines allowed accommodations.

PLNU highly recommends that students speak with their professors during the first two weeks of each term about the implementation of their AP. Accommodations are not retroactive. Students who need accommodations should contact the EAC as early as possible; it is the student's responsibility to make the first contact with the EAC.

Language and Belonging

Point Loma Nazarene University faculty are committed to helping create a safe and hospitable learning environment for all students. As Christian scholars, we are keenly aware of the power of language and believe in treating others with dignity. As such, it is important that our language be equitable, inclusive, and prejudice-free, the standard outlined by all major academic style guides (MLA, APA, Chicago). By working toward precision and clarity of language, we mark ourselves as serious and respectful scholars, and we model the Christ-like quality of hospitality. If you (or someone you know) have experienced a bias incident regarding language, you can find more information on reporting and resources at www.pointloma.edu/bias.

Sexual Misconduct and Discrimination

Point Loma Nazarene University faculty are committed to helping create a safe learning environment for all students. If you (or someone you know) have experienced any form of sexual discrimination or misconduct, including sexual assault, dating or domestic violence, or stalking, know that help and

support are available through the Title IX Office (<https://www.pointloma.edu/title-ix>). Under Title IX of the Education Amendments of 1972, faculty are required to disclose information about such misconduct to the Title IX Office. If you wish to speak to a confidential employee who does not have this reporting responsibility, you can contact Counseling Services at counselingservices@pointloma.edu.

PLNU Attendance and Participation Policy

Regular and punctual attendance at all class sessions is considered essential to optimum academic achievement. Therefore, regular attendance and participation in each course are minimal requirements. If the student is absent for more than 10 percent of class sessions, the faculty member will issue a written warning of de-enrollment. If the absences exceed 20 percent, the student may be de-enrolled without notice until the university withdrawal date or, after that date, receive an “F” grade.

Online Asynchronous Attendance/Participation. Students taking online courses with no specific scheduled meeting times are expected to actively engage throughout each week of the course. Attendance is defined as participating in an academic activity within the online classroom, which includes (but is not limited to) engaging in an online discussion, submitting an assignment, taking an exam, or initiating contact with the faculty member within the learning management system to discuss course content. Logging into the course does not qualify as participation.

Use of Technology

To be successful in the online environment, you will need to meet the minimum technology and system requirements (see the Technology and System Requirements information in Canvas). Students are required to have headphones/speakers, a microphone, and/or a webcam compatible with their computer. Problems with technology do not relieve you of the responsibility of participating, turning in your assignments, or completing your class work.

GPS Academic Resources

PLNU offers free academic resources for Graduate Professional Studies (GPS) students, available virtually through myPLNU:

- The GPS Writing Center — workshops, one-to-one Writing Coach appointments, and a microlearning video library.
 - Academic Writing Resources Course (Canvas) — non-credit, 24/7, self-paced.
 - Grammarly for Education — free, unlimited access (generative AI not included).
 - Tutoring — 24/7 live or scheduled subject tutoring through Tutor.com, including a paper drop-off service.
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Course Summary

All assignments are due by 11:59 PM Pacific Time on the date listed.

Date	Details — Due
Mon, Jul 6	Academic Honesty Verification Statement
Tue, Jul 7	Introduce Yourself (Introduction Assignment)
Fri, Jul 10	WK1 Organizational Communication Video & Questions
Sun, Jul 12	WK1 Reflection Essay · WK1 Research Project: Organization Selection
Wed, Jul 15	WK2 Professor Lecture + Discussion
Fri, Jul 17	WK2 Miller Discussion (Ch 1 & 2) · WK2 Weekly Videos
Sun, Jul 19	WK2 Research Project: Organizational Structure
Wed, Jul 22	WK3 Professor Lecture + Discussion
Fri, Jul 24	WK3 Miller Discussion (Ch 3 & 4) · WK3 Weekly Videos
Sun, Jul 26	WK3 Research Project: Culture & Motivation
Wed, Jul 29	WK4 Professor Lecture + Discussion
Fri, Jul 31	WK4 Miller Discussion (Ch 5 & 6) · WK4 Weekly Videos
Sun, Aug 2	WK4 Research Project: Power & Voice
Wed, Aug 5	WK5 Professor Lecture + Discussion
Fri, Aug 7	WK5 Miller Discussion (Ch 7 & 8) · WK5 Weekly Videos
Sun, Aug 9	WK5 Research Project: Socialization & Decision-Making
Wed, Aug 12	WK6 Professor Lecture + Discussion
Fri, Aug 14	WK6 Miller Discussion (Ch 9 & 10) · WK6 Weekly Videos
Sun, Aug 16	WK6 Research Project: Conflict & Change
Wed, Aug 19	WK7 Professor Lecture + Discussion
Fri, Aug 21	WK7 Miller Discussion (Ch 11 & 12) · WK7 Weekly Videos
Sun, Aug 23	WK7 Research Project: Emotion & Inclusion
Wed, Aug 26	WK8 Professor Lecture + Discussion
Fri, Aug 28	WK8 Miller Discussion (Ch 13 & 14) · WK8 Weekly Videos
Sun, Aug 30	WK8 Final Research Project Essay · WK8 PowerPoint Presentation