

Fall 2023

Meeting days: Thursday Morning	Instructor: Matt Boyne
Meeting times: 9:30-12:15 (Professor will be available from 8:00 to 1:30 PM)	Phone: 760.715-8071
Meeting location: MV 316	E-mail: <a href="mailto:mboyne@pointloma.edu">mboyne@pointloma.edu</a>
Final Exam: 12/14/2023 at 9:30 AM.	Office location and hours: Fermanian 130 or Call anytime

**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 becomes an expression of faith. Being of Wesleyan heritage, we aspire 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 explores how high performance in organizations is related to the ability to adapt to changing internal and external needs, and the impact of values upon the success of the organization. Students will examine the environmental, structural, and human dynamics of organizational change, including factors bearing on organizational rigidity or flexibility. The role of leaders in implementing collaborative change processes is stressed along with a study of strategies for involving others in the design and execution of change projects in a technologically and culturally changing world.

**COURSE LEARNING OUTCOMES**

BUS 6060 Course Learning Objectives (CLO):

Upon completion of this course, students will be able to:

1. Exhibit an understanding of the change management process (PLO 1).
2. Discuss the role of environment, structure and human dynamics in managing organizational change (PLO 1 & A1).
3. Analyze problems in a firm and propose possible solutions (PLO 2 & 3).
4. Present recommendations through effective written and verbal communication (PLO 6).
5. Demonstrate the ability to add value in a high performing team (PLO 7).
6. Analyze the impacts of change management processes on stakeholders from an ethical perspective (PLO 5).

## REQUIRED TEXTS AND STUDY RESOURCES

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Our PLNU Bookstore has a course pack especially designed for BUS 6060. If you desire a physical copy, you must purchase through our Bookstore located on the Main Campus. They ship but if you'd prefer not to go, or are out of town, please call [\(619\) 849-2342](tel:6198492342) to be sure of availability. The ISBN - 13 is 9781307929973. You may email the Bookstore at [ATan@bncollege.com](mailto:ATan@bncollege.com) to check on the Coursepack as well.

If you want to use an eBook, our McGraw eBook, BUS 6060 Fall 2023, is now available for purchase. Students can locate and purchase the book online by following these steps:

1. Go to <https://www.mheducation.com/highered/custom/product/9781307929997.html>
2. Add the book to your cart and pay using a credit card or access code.
3. Follow on screen instructions to checkout.

For detailed instructions use the links below.

- [Purchasing a book using a credit card - PDF](#)

Please get a [student digital subscription to the Wall Street Journal](#).

### Assignments:

- 10 short case assignments – Week 3-7 and 9-13 250 Points
- 10 Team Quizzes in class-Week 3-7 and 9-13 250 Points
- 2 Essays Week 7 and 15 analyzing General Electric Case-200 Points
- Midterm Week 8 – 150 Points
- Final Week 16 – 150 Points

Class Professional Standards from Fermanian Values:

- Punctuality. Is the student on time for every class showing the Fermanian Value of Commitment? If late, by more than 10 minutes 5 times; 50 points will be deducted.
  - Attendance. Are the University's policies of absences and attendance adhered to? If missing 2 classes, 50 points will be deducted. 3 classes will result in a 150 point deduction. The 4<sup>th</sup> miss will cause a Drop. Only Covid can count as an excused absence if following the University policy.
  - Professionalism per Fermanian Values. Is the student engaged in the material, using electronic resources properly, fully present in the class, and contributing to the body of knowledge we are developing as a class? Professionalism in engagement is defined as contributing in person, with comments, questions, professional articles and alternative perspectives 10 times over the semester.
  - Excellence per Fermanian Values. Are questions, comments, positions and effort in line with standards of Excellence as stated in the Fermanian Values of Respect?
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## ASSESSMENT AND GRADING

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Summary of course requirements in Table:

Week 1 Video Analysis	50
10 short cases	250
10 Team Quizzes in Class	250
Week 7 GE Essay (10%)	100
Week 15 GE Essay Exam (100%)	100
Midterm	100
Final	150

Letter grades will be awarded as follows:

930 - 1000	93%-100%	A
900 - 939	90% - 92.9%	A-
870 - 899	87 % - 89.9%	B+
830 - 869	83% - 86.9%	B
800 - 839	80% - 82.9%	B-
770 - 799	77% - 79.9%	C+
730 - 769	74% - 76.9%	C
700 - 729	70% - 73.9%	C-
600 - 699	60% - 69.9%	D
0 - 599	0 - 59.9%	F

Note: C- and below are failing grades

**INCOMPLETES AND LATE ASSIGNMENTS**

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All assignments are to be submitted/turned in by the end of the day listed in Canvas—including assignments posted in Canvas. Incompletes will only be assigned under extremely unusual circumstances. If assignments are submitted late, 25% will be deducted.

**ARTIFICIAL INTELLIGENCE (AI) POLICY**

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Use of Artificial Intelligence (AI) tools (e.g. ChatGPT, iA Writer, Marmot, Botowski) is not permitted, and use of these tools will be treated as plagiarism.

**SPIRITUAL CARE**

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PLNU strives to be a place where you grow as a whole person. To this end, we provide resources for our graduate students to encounter God and grow in their Christian faith. At the Mission Valley (MV) campus we have an onsite chaplain who is available during class break times across the week. If you have questions for, desire to meet or share a prayer request please email [mvchaplain@pointloma.edu](mailto:mvchaplain@pointloma.edu).

In addition, on the MV campus there is a prayer chapel on the third floor which is open for use as a space set apart for quiet reflection and prayer.

**SEXUAL MISCONDUCT AND DISCRIMINATION**

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In support of a safe learning environment, 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 accommodations and resources are available through the Title IX Office at [pointloma.edu/Title-IX](http://pointloma.edu/Title-IX). Please be aware that under Title IX of the Education Amendments of 1972, faculty and staff 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](mailto:counselingservices@pointloma.edu) or find a list of campus pastors at [pointloma.edu/title-ix](http://pointloma.edu/title-ix).

**PLNU COPYRIGHT POLICY**

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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 ACADEMIC HONESTY POLICY**

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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. Faculty should follow and students may appeal using the procedure in the university Catalog. See [Graduate Academic and General Policies](#) for definitions of kinds of academic dishonesty and for further policy information.

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. By submitting the Academic Honesty Verification Statement, you will be verifying all assignments completed in this course were completed by you. Carefully review the Academic Honesty Statement below.

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."

## **PLNU ACADEMIC ACCOMMODATIONS POLICY**

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PLNU is committed to providing equal opportunity for participation in all its programs, services, and activities. Students with disabilities may request course-related accommodations by contacting the Educational Access Center (EAC), located in the Bond Academic Center ([EAC@pointloma.edu](mailto:EAC@pointloma.edu) or 619-849-2486). Once a student's eligibility for an accommodation has been determined, the EAC will issue an academic accommodation plan ("AP") to all faculty who teach courses in which the student is enrolled each semester.

PLNU highly recommends that students speak with their professors during the first two weeks of each semester/term about the implementation of their AP in that particular course and/or if they do not wish to utilize some or all of the elements of their AP in that course.

Students who need accommodations for a disability should contact the EAC as early as possible (i.e., ideally before the beginning of the semester) to assure appropriate accommodations can be provided. It is the student's responsibility to make the first contact with the EAC.

## **PLNU ATTENDANCE AND PARTICIPATION POLICY**

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Face-to-Face MBA/MAOL Courses:

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.

Students who anticipate being absent for an entire week of a course should contact the instructor in advance for approval and make arrangements to complete the required coursework and/or alternative

assignments assigned at the discretion of the instructor. Acceptance of late work is at the discretion of the instructor and does not waive attendance requirements.

Refer to [Academic Policies](#) for additional detail.

Professor's Note for Clarification-2 classes missed is 10%, 3 classes is 20%.

### **FINAL EXAMINATION POLICY**

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Successful completion of this class requires taking the final examination **on its scheduled day**. No requests for early examinations or alternative days will be approved.

### **COURSE SCHEDULE AND ASSIGNMENTS**

The class builds the learning actives constructively into alignment from assignment to assignment. The Team Quizzes in class will create a study bank for the Midterm and Final. The short cases will apply material needed for the essay assignments.

#### **Week One/Class One Online (Week of August 28<sup>th</sup>)**

- Please read the syllabus
- Chapter 1 of the Coursepack (CP)
- Answer the short assignment on Canvas for class participation credit. The assignment asks for analysis of Zeynep Ton's Good Jobs Strategy graded with the MBA Written Communication Rubric.

#### **Week Two/Class on September 7, 2023**

- Chapter 3 of the Coursepack (CP)
- In class – Guided readings on Drucker from the CP Chapter 2

#### **Week Three/Class on September 14, 2023**

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- Short Case
  - Team Quiz
  - Chapter 4 CP
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#### **Week Four/Class on September 21, 2023**

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- Short Case
  - Team Quiz
  - Chapter 5 CP
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#### **Week Five/ Class on September 28, 2023**

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- Short Case
  - Team Quiz
  - Chapter 6 CP
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#### **Week Six / Class on October 5, 2023**

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- Short Case
- Team Quiz

- Chapter 7 CP
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**Week Seven/Class on October 12, 2023**

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- Short Case
  - Team Quiz
  - Chapter 8 CP
  - GE Essay Due October 16
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**Week Eight/ Class on October 19, 2023**

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- Midterm in Class
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**Week Nine/ Class on October 27, 2022**

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- Short Case
  - Team Quiz
  - Chapter 9 CP
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**Week Ten/Class on November 2, 2023**

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- Short Case
  - Team Quiz
  - Chapter 10 CP
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**Week 11 / Class on November 9, 2023**

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- Short Case
  - Team Quiz
  - Chapter 11 CP
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**Week 12/ Class on November 16, 2023**

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- Short Case
  - Team Quiz
  - Chapter 12 CP
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**Week 13/Class on November 23, 2023**

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- Short Case
  - Team Quiz
  - Chapter 13 CP
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**Week 14/Thanksgiving**

**Week 15/Class on December 7, 2023**

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- Final Review
  - Chapter 14 CP Project Oxygen
  - 2<sup>nd</sup> Essay on General Electric Due December 11th
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**Week 16-Class December 14, 2023**

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- Final in Class
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