

Spring 2024

Meeting days: Tuesday/Thursday	Instructor title and name: Dr. Morrell
Meeting times: Section 1: 11am Section 2: 1:25pm	Phone: 619-849-3281 (please email first)
Meeting location: FSB 103: 11am FSB 101: 1:30pm	E-mail: mmorrell@pointloma.edu
Final Exam: Section 1: Thurs: 10:30-1pm Section 2: Tues: 1:30-4pm	Office location and hours: Before/After Class; By Appt.

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

A study of the manager's role in the organization, including the tasks of planning, organizing, leading, and controlling. Topics include an introduction to change and innovation, corporate culture, global business, ethics, corporate social responsibility, organizational structure, decision-making, human resources and leadership.

COURSE LEARNING OUTCOMES

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

1. Recognize management theorists and examine the importance of management theories (PLO 1, E2 & F1).
2. Describe the four functions of management (PLO 1, F1 & F2).

3. Exhibit and illustrate an understanding of management principles, including: human resources, operations management, organizations and leadership (PLO 1, 2, E2, F1 & F2).
4. Employ decision making capabilities within a team (PLO 5, E2)
5. Use effective verbal and written communication to exhibit management principles, theories and current events (PLO 3).
6. Analyze ethical issues in the context of management theories (PLO 4).

REQUIRED TEXTS AND RECOMMENDED STUDY RESOURCES

1. **Exploring Management 7th Edition (2020. Schermerhorn and Bachrach. Wiley. ISBN: ISBN: 978-1-119-70418-8 (Wiley PLUS not required)**
2. **Partridge, D. People over Profit (2015). Nelson. ISBN: 978-1501222306**
3. **Capsim General Management Simulation (\$19.99) capsim.com
Class ID: X147869**

<p>Assignment distribution by percentage:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Weekly quizzes 10% <input type="checkbox"/> POP Discussions 5% <input type="checkbox"/> Management in the Real World Brief 7.5% <input type="checkbox"/> Executive Culture Brief 7.5% <input type="checkbox"/> Capsim Simulation & Individual Development Plan 10% <input type="checkbox"/> Team (pair) Current Event Presentations 10% <input type="checkbox"/> Team Movie Midterm Paper 10% <input type="checkbox"/> Teamwork Weekly Submissions 10% <input type="checkbox"/> Attendance/Participation/Engagement 10% <input type="checkbox"/> Team Ethics/Supply Chain Presentation 20% 	<p><u>Grade scale:</u></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">A=93-100</td> <td style="width: 50%;">C=73-76</td> </tr> <tr> <td>A-=92.9-90</td> <td>C-=70-72</td> </tr> <tr> <td>B+=87-89.9</td> <td>D+=67-69</td> </tr> <tr> <td>B=83-86.9</td> <td>D=63-66</td> </tr> <tr> <td>B-=80-82.9</td> <td>D-=60-62</td> </tr> <tr> <td>C+=77-79.9</td> <td>F=0-59</td> </tr> </table>	A=93-100	C=73-76	A-=92.9-90	C-=70-72	B+=87-89.9	D+=67-69	B=83-86.9	D=63-66	B-=80-82.9	D-=60-62	C+=77-79.9	F=0-59
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INCOMPLETES AND LATE ASSIGNMENTS

All assignments are to be submitted/turned in on canvas (assignments will not be accepted via email) when they are due.

Communication is important. If you know an individual assignment will be late, please reach out to me well in advance of when it is due, not after. If you do not submit an assignment by the deadline, a zero will be assigned automatically in Canvas. If you would like to submit an individual assignment late after the deadline, please reach out to the professor. Late individual assignments will be graded at 90% up to 24 hours late, 80% 24-48 hours late, etc. Generally, late work will be accepted at half credit for individual assignments only. Missed quizzes cannot be made up unless class was missed for a university approved function – however, you will be given an opportunity to make up your lowest quiz grade

during the semester if you miss one. Late work will not be accepted for team assignments. Incompletes will only be assigned in extremely unusual circumstances.

ARTIFICIAL INTELLIGENCE (AI) POLICY

You are allowed to use Artificial Intelligence (AI) tools (e.g, ChatGPT, iA Writer, Marmot, Botowski) 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 or use of these tools may be treated as plagiarism.

CONTENT WARNING

I acknowledge that each of you comes to PLNU with your own unique life experiences. This contributes to the way you perceive various types of information. In [class name], all of the class content, including that which may be intellectually or emotionally challenging, has been intentionally curated to achieve the learning goals for this course. The decision to include such material is not taken lightly. These topics include [list topics]. If you encounter a topic that is intellectually challenging for you, it can manifest in feelings of discomfort and upset. In response, I encourage you to come talk to me or your friends or family about it. Class topics are discussed for the sole purpose of expanding your intellectual engagement in the area of [subject/major], and I will support you throughout your learning in this course.

TRIGGER WARNING

I acknowledge that each of you comes to PLNU with your own unique life experiences. This contributes to the way you perceive several types of information. In [class name], we will cover a variety of topics, some of which you may find triggering. These topics include [list topics]. Each time this topic appears in a reading or unit, it is marked on the syllabus. The experience of being triggered versus intellectually challenged are different. The main difference is that an individual must have experienced trauma to experience being triggered, whereas an intellectual challenge has nothing to do with trauma. If you are a trauma survivor and encounter a topic in this class that is triggering for you, you may feel overwhelmed or panicked and find it difficult to concentrate. In response, I encourage you to take the necessary steps for your emotional safety. This may include leaving class while the topic is discussed or talking to a therapist at the Counseling Center. Should you choose to sit out on discussion of a certain topic, know that you are still responsible for the material; but we can discuss if there are other methods for accessing that material, and for assessing your learning on that material. Class topics are discussed for the sole purpose of expanding your intellectual engagement in the area of [Management/Business], and I will support you throughout your learning in this course.

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. Inclusive/Bias-free language is the standard outlined by all major academic style guides, including MLA, APA, and Chicago, and it is the expected norm in university-level work. Good writing and speaking do not use unsubstantiated or irrelevant generalizations about personal qualities such as age, disability, economic class, ethnicity, marital status, parentage, political or religious beliefs, race, gender, sex, or sexual orientation. Inclusive language also avoids using stereotypes or terminology that demeans persons or groups based on age, disability, class, ethnicity, gender, race, language, or national origin. Respectful use of language is particularly important when referring to those outside of the religious and lifestyle commitments of those in the PLNU community. 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.

You may report an incident(s) using the [Bias Incident Reporting Form](#).

LOMA WRITING CENTER

The Loma Writing Center exists to help all members of the PLNU community cultivate transferable writing skills to engage their academic, professional, personal, and spiritual communities. We work toward this goal by conducting one-on-one consultation sessions, supporting writing education across the PLNU community, and participating in ongoing writing center research.

Getting feedback from the Loma Writing Center while you're in the process of working on an assignment is a great way to improve the quality of your writing and develop as a writer. You are encouraged to talk with a trained writing consultant about getting started on an assignment, organizing your ideas, finding and citing sources, revising, editing for grammar and polishing final drafts, and more. For information about how to make in-person or online appointments, see [Loma Writing Center webpage](#) or visit the Loma Writer Center on the first floor of the Ryan Library, room 221.

SEXUAL MISCONDUCT AND DISCRIMINATION

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. 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 or find a list of campus pastors at pointloma.edu/title-ix.

SPIRITUAL CARE

Please be aware PLNU strives to be a place where you grow as whole persons. To this end, we provide resources for our students to encounter God and grow in their Christian faith.

TUG only:

If students have questions, a desire to meet with the chaplain or have prayer requests you can contact your professor or the [Office of Spiritual Life and Formation](#).

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 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. Faculty should follow and students may appeal using the procedure in the university Catalog.

TUG Only:

See [Academic Policies](#) for definitions of kinds of academic dishonesty and for further policy information.

BBA/BAOL Only:

See [Adult Undergraduate 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 ☼

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 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 Ⓢ

Face-to-Face TUG Courses:

Regular and punctual attendance at all class sessions is considered essential to optimum academic achievement. 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 drop date or, after that date, receive an "F" grade.

Please note that missing more than two classes will reduce your participation grade. Being routinely late, distracted or unprepared for class will reduce your participation grade.

Please note that missing a team meeting for a non-university sanctioned function will reduce your participation grade 10 points. Attending a team meeting via zoom still counts as a class absence. Missing a team meeting you are scheduled to lead will reduce your participation grade 25 points. Please be aware that peer reviews based on team participation could further impact your final grade.

FINAL EXAMINATION POLICY Ⓢ

Successful completion of this class requires taking the final examination on its scheduled day. The final examination schedule is posted on the [Class Schedules](#) site. If you find yourself scheduled for three (3) or more final examinations on the same day, you are authorized to contact each professor to arrange a different time for one of those exams. However, unless you have three (3) or more exams on the same day, no requests for alternative final examinations will be granted.

COURSE SCHEDULE AND ASSIGNMENTS Ⓢ

DATE PRESENTED	CLASS CONTENT OR ASSIGNMENT**	MAIN ASSIGNMENT DUE DATE
Week One	Week One: Introductions/ Syllabus	
Week Two	Exploring Management, Chapter 1	POP 1-54
Week Three	Exploring Management, Chapter 2	POP 55-100
Week Four	Exploring Management, Chapter 14	POP 101-154
Week Five	Exploring Management, Chapter 3	POP 155– End
Week Six	Exploring Management, Chapter 5	MITRW Brief Due

Week Seven	Exploring Management, Chapter 8.1; 8.2	
Week Eight	Shareouts	Team Movie Paper Due
	Spring Break	
Week Nine	Exploring Management, Chapter 9	
Week Ten	Exploring Management, Chapter 10	Simulation and IDP Due
Week Eleven	Exploring Management, Chapter 11	
Week Twelve	Exploring Management, Ch. 17.1	Executive Brief Due
Week Thirteen	Exploring Management, Chapter 6/Supply Chain	
Week Fourteen	Exploring Management, Chapter 6	
Week Fifteen	Wrap Up /Review	Presentation Due
Week 16	Final Exam/Presentation	FINAL