

Integrated Studies in Management

MNGT-6000

F2 2021 Sections BH, 5E, BO, GO, HR, MB, TB, 69, JA, WB 3 Credits 10/18/2021 to 12/17/2021 Modified 10/06/2021

Meeting Times

Lecture

Week #1, 5, 9

Thursday, 6:00 PM to 10:00 PM

Contact Information

Instructor: Dr. Tracie Hines Lashley

Email: tracielashley47@webster.edu

Office: 844-422-3478

Website: <https://drtracielashley.com> (<https://drtracielashley.com>)

Office Hours

Monday, Tuesday, Wednesday, Thursday, 4:00 PM to 10:00 PM

Description

In this capstone course, the student is expected to analyze, synthesize and integrate the conceptual and theoretical knowledge based around the four program learning outcomes, using case studies. The emphasis is on the application of theoretical and conceptual material found in management, leadership, strategy, and problem solving frameworks.

Requisites

MNGT 5000, MNGT 5590, MNGT 5670, MNGT 5650, BUSN 5200, HRMG 5000, HRDV 530

Outcomes

- Students will demonstrate proficiency with human capital development through team building, group dynamics and collaboration and leading individuals and teams in organizations.
- Students will utilize relevant facts to illustrate concepts, principles, and theories used in management and leadership when creating solutions to multifaceted, complex management problems as required in case studies.
- Students will construct appropriate strategies for implementing solutions to management and leadership problems that reflect their knowledge and explanation of the interrelationships among strategic management, human resources management, leadership, and organizational development and change.
- Students will evaluate processes used to adopt organizational solutions to constraints such as finances and time horizons,

Required Textbook

Please Select a Textbook

Deliverables

Instructor Will Provide a Detailed Course Guide Describing Integrated Studies Course Process as Attachment to the Syllabus

Term Project – Written Portion:

Students will present two bound copies of their written project during the final class session. The written project must be in the format outlined in class.

Grammatical and spelling errors will result in scoring penalties.

The project should demonstrate strong conclusions and recommendations, which could be implemented with positive results.

Online Library Proficiency:

The written project should be supported with a bibliography should have at least 20 sources.

At least five of the sources must be from the Webster University Online Library.

Oral Presentation:

Students will make a 15-minute oral presentation of their findings during the final class session. PowerPoint must be used as part of the presentation.

The presentation must be well-organized and present findings, which if implemented will correct problems identified in the study.

Contribution to Peers Project:

Students will work in small groups and provide constructive feedback. Students should receive constructive feedback in a positive manner.

Students will provide formalized feedback at the end of class outlining the assistance they received from fellow students.

Research Proposal and Abstract:

Five initial portions of the project must have signed approval from the instructor prior to advancing with the study. Situation Analysis / Premise / Disclaimers / Core Course Content / Methodology

Students will present an Abstract of their project.

Assessment:

An assessment will be assigned towards the end of the term. This is a tool the university uses to establish consistency of program across the university. It is for accreditation purposes.

Class Participation and Attendance:

Students are expected to attend all class sessions of every course for the full 36 contact hours. In the case of unavoidable absence, the student must contact the instructor. The student is subject to an appropriate academic penalty for incomplete or unacceptable makeup work, or for excessive or unexcused absences. Generally, a student who misses more than one four-hour course period (per course) without a documented military or medical excuse and advanced permission of the instructor should withdraw from the class. The University reserves the right to involuntarily drop enrolled students from classes, which they do not attend. **PLEASE BE ADVISED:** Students who do not attend the first class session, who have not made prior arrangements with the instructor for being absent, will be dropped from their courses.

Evaluation

Breakdown

Assignments	Maximum Points
Term Project – Written Portion	35 Points
Library Internet Proficiency / Bibliography	5 Points
Oral Presentation	25 Points
Assessment	10 Points
Contribution to Peers Project	10 Points
Research Proposal and Abstract	5 Points
Class Participation and Attendance	<u>10 Points</u>
TOTAL	100 Points

Letter grades will be assigned pursuant to the following scores based on the percent of the total possible points (weighted according to the scale above) that you earned in the course.

Percentage of Total Points	Grade
95%-100%	A
90%-94%	A-

88%-89%	B+
84%-87%	B
80%-83%	B-
70%-79%	C

Below 70%	F
-----------	---

Schedule

When	Topic	Notes
Pre-Assignment	Before first class session	<p>Pre-Assignments for Week 1:</p> <p>Set up your Connections Account. Please contact the Webster University Help Desk at (314) 968-599 / (866) 435-support@webster.edu (mailto:support@webster.edu).</p> <p>Post a written description of the industry in Connections under the Pre-Assignments Tab under discussions area.</p> <p>Develop a brief oral presentation for the first class.</p>
Week 1	Introduction	<p>THEME: Introduction Topics:</p> <p>A detailed overview of the project will be discussed</p> <p>Students will present drafts of their Situation Analysis and Premise. The industry, agency or organization to be studied should be briefly described in writing</p>
		<p>Assignments for Week 2:</p> <p>Develop Premise, Situation Analysis, Disclaimers, and Core course – Content and Methodology into established form content</p>
Week 2	Project Overview	<p>THEME: Work Plan Topics:</p> <p>Revised drafts of the Situation Analysis and Premise will be reviewed Discussion in class will be held on the:</p> <p>Work Plan – Research Methodology, Disclaimers or Limitations Work Plan - Core Course Content</p> <p>Scope of the literature review will be covered</p>
		<p>Assignments for Week 3:</p> <p>Continue finalizing Situation Analysis, Core Course and Research Methodology papers</p>
Week 3	Organization and Questionnaire	<p>THEME: Premise / Situation Analysis Topics:</p> <p>Structure of Paper</p> <p>Premise and situation Analysis will be finalized and approved Each student will present drafts of their:</p> <p>Work Plan – Research Methodology, Disclaimers or Limitations Work Plan – Core Course Content</p> <p>Discussion will be held in class on questionnaire development</p>
		<p>Assignments for Week 4</p> <p>IRB will be discussed</p> <p>Each student will meet with professor to review project</p>
Week 4	IRB and Status Report	<p>THEME: Questionnaire Development Topics:</p> <p>Students will develop their secondary research portion of their project. Formatting of the literature portion of the project will be reviewed The number and types of sources will be discussed</p> <p>Individual time will be spent with the instructor for Status review of individual projects</p> <p>IRB Process will be defined</p>

When	Topic	Notes
		<p>Assignments for Week 5:</p> <p>Continue working on secondary research</p>
Week 5	Presentation Skills	<p>THEME: Presentation Tools Topics:</p> <p>Status report of projects Powerpoint tool will be reviewed</p> <p>Presentation highlights will be discussed.</p>
		<p>Assignments for Week 6</p> <p>Continue to develop their projects</p> <p>Begin working on the literature review practice presentation</p>
Week 6	Library Workshop	<p>THEME: Library Workshop Topics:</p> <p>Students will meet with professor</p> <p>Students will review Masters Thesis in library Students will work in library</p>
		<p>Assignments for Week 7:</p> <p>Prepare a presentation of the literature review</p> <p>Submit a draft of their literature review portion of the paper</p>
Week 7	Practice Presentation	<p>THEME: Presentation Practice Topics:</p> <p>Conduct a PowerPoint presentation of literature. (NOT GRADED) Length of the presentation will be determined by the instructor Each student will submit a draft of their chapter 2 literature review</p>
		<p>Assignments for week 8:</p> <p>Practice presentations will continue</p> <p>Review of final course requirements be completed</p>
Week 8	Practice Reviews Continue	<p>THEME: Practice Reviews and Wrap-up Topics:</p> <p>A review of the project status and requirements will be done</p> <p>Any portions of the project that have not been approved should be finalized Assessments will be submitted</p>
		<p>Assignments for Week 9</p> <p>Submit 2 bound copies of the written project Conduct an oral presentation of findings</p>
Week 9	Final Presentation	<p>THEME: Final Presentations Topics:</p> <p>Each individual will conduct an oral presentation. Audio and visual aids are appropriate. Final written copies of the project will be handed in</p> <p>Academic Mentors, as well as other faculty members, will be invited to presentations</p>

* Course Policies

Attendance

The course attendance policy requires students to be responsible for completing all class work described on the syllabus or assigned by the instructor. The University reserves the right to drop students who do not attend the first week of the term/semester. Students are expected to attend all class sessions of every course. In the case of unavoidable absence, the

student must contact the instructor.

Excused Absence

Students are encouraged to notify the instructor prior to class if an absence is anticipated. If a student is absent, the instructor shall assign makeup work to cover the materials presented that week. If a student has two absences, the instructor has the option to lower the student's grade one letter grade and to inform the student of the action. If a student has three absences, the instructor has the option to assign a grade of F and to inform the student of the action. It is the student's responsibility to withdraw from the course. In an extreme case, when the instructor chooses to award a grade of I (Incomplete), the student must provide acceptable documentation to verify that the absences were unavoidable (e.g. – illness, work conflict, military temporary duty). If a student is absent for a fifth class, with or without acceptable documentation, the instructor is to inform the student that his or her grade for the course is F. It is the student's responsibility to withdraw from the course.

Unexcused Absence

If a student is absent, the instructor may assign makeup work, which may exceed the material presented that week. If a student has two absences, the instructor has the option to lower the student's grade one letter grade and to inform the student of the action. If a student has three absences, the instructor has the option to assign a grade of F and to inform the student of the action. It is the student's responsibility to withdraw from the course.

Ethics

Webster University strives to be a center of academic excellence. As part of our Statement of Ethics, the University strives to preserve academic honor and integrity by repudiating all forms of academic and intellectual dishonesty, including cheating, plagiarism, and all other forms of academic dishonesty. Academic dishonesty is unacceptable and is subject to disciplinary action. The University reserves the right to utilize electronic databases, such as Turnitin.com, to assist faculty and students with their academic work.

Institutional Policies

Academic Policies

Academic policies provide students with important rights and responsibilities. Students are expected to familiarize themselves with all academic policies that apply to them. Academic policies for undergraduate students can be found in the Undergraduate Studies Catalog; graduate students should review the Graduate Studies Catalog.

Undergraduate Studies Catalog

The Undergraduate Studies Catalog contains academic policies that apply to all undergraduate students. The *academic policies and information* section of the catalog contains important information related to **attendance, conduct, academic honesty, grades, and more**. If you are an undergraduate student, please review the catalog each academic year. The current Undergraduate Studies Catalog is at:

<http://www.webster.edu/catalog/current/undergraduate-catalog/> (<http://www.webster.edu/catalog/current/undergraduate-catalog/>)

Graduate Studies Catalog

The Graduate Studies Catalog contains academic policies that apply to all graduate students. The *academic policies* section of the catalog contains important information related to **conduct, academic honesty, grades, and more**. If you are a graduate student, please review the catalog each academic year. The current Graduate Studies Catalog is at:

<http://www.webster.edu/catalog/current/graduate-catalog/> (<http://www.webster.edu/catalog/current/graduate-catalog/>)

Grading

The Grades section of the academic catalog outlines the various grading systems courses may use, including the information about the final grade reported for this class.

Undergraduate

<http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html#grading>

<http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html#grading>)

Graduate

<http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html#grades>

<http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html#grades>)

Incomplete

There are important policies that govern grades of Incomplete (I), including the circumstances under which Incomplete grades are granted, deadlines for completion, and consequences should the remaining course work not be completed. It is the responsibility of a student who requests an Incomplete to ensure that he/she understands and follows the policies.

Grade Appeals

Instructors are responsible for assigning grades, and student should discuss grade issues with the instructor. Policies and procedures for appealing grades are available in the appropriate catalog.

Academic Honesty Policy

Webster University is committed to academic excellence. As part of our Statement of Ethics, we strive to preserve academic honor and integrity by repudiating all forms of academic and intellectual dishonesty, including cheating, plagiarism and all other forms of academic dishonesty. Academic dishonesty is unacceptable and is subject to a disciplinary response. Students are encouraged to talk to instructors about any questions they may have regarding how to properly credit others' work, including paraphrasing, quoting, and citation formatting. The university reserves the right to utilize electronic databases, such as Turnitin.com, to assist faculty and students with their academic work.

The University's Academic Honesty Policy is published in academic catalogs:

Undergraduate

<http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html>

<http://www.webster.edu/catalog/current/undergraduate-catalog/academic-policies.html>)

Graduate

<http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html>

<http://www.webster.edu/catalog/current/graduate-catalog/academic-policies.html>)

As a part of the University commitment to academic excellence, the Academic Resource Center provides student resources to become better acquainted with academic honesty and the tools to prevent plagiarism in its many forms:

http://www.webster.edu/arc/plagiarism_prevention/ (http://www.webster.edu/arc/plagiarism_prevention/)

Statement of Ethics

Webster University strives to be a center of academic excellence. The University makes every effort to ensure the following:

- The opportunity for students to learn and inquire freely
- The protection of intellectual freedom and the rights of professors to teach
- The advancement of knowledge through scholarly pursuits and relevant dialogue

To review Webster University's statement of ethics, see the Undergraduate Studies Catalog and the Graduate and Studies Catalog:

Undergraduate

<http://www.webster.edu/catalog/current/undergraduate-catalog/overview.html#ethics>

<http://www.webster.edu/catalog/current/undergraduate-catalog/overview.html#ethics>)

Graduate

<http://www.webster.edu/catalog/current/graduate-catalog/ethics.html> (<http://www.webster.edu/catalog/current/graduate-catalog/ethics.html>)

Contact Hours for this Course

It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, the content must be covered at another time.

Important Academic Resources

Academic Accommodations

Webster University makes every effort to accommodate individuals with academic/learning, health, physical and psychological disabilities. To obtain accommodations, students must identify themselves and provide documentation from a qualified professional or agency to the appropriate campus designee or the Academic ADA Coordinator at the main campus. The Academic ADA Coordinator may be reached at 314-246-7700 or disability@webster.edu (<mailto:disability@webster.edu>).

If you have already identified as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor of the accommodations you will require for this class at the beginning of the course.

Academic Resource Center

Additional support and resources may be accessed through the Academic Resource Center (ARC). Support and resources include academic counseling, accommodations, assistive technology, peer tutoring, plagiarism prevention, testing center services, and writing coaching. Visit www.webster.edu/arc (<http://www.webster.edu/arc>) or Loretto Hall 40 on the main campus for more information.

Student Success Portal

Webster University's Student Success Portal, powered by Starfish, is a communications tool to connect students with faculty members and campus support services. It allows faculty and staff members to communicate with you regarding academic achievements as well as areas where support may be helpful. You may use the portal to contact faculty and staff members for assistance and to arrange meetings. Activity in the portal will be communicated to your Webster University email account. The Student Success Portal is available via your course home page in WorldClassRoom or via Connections. Learn more about the Student Success Portal at <http://www.webster.edu/success/students.html> (<http://www.webster.edu/success/students.html>).

University Library

Webster University Library is dedicated to supporting the research needs and intellectual pursuits of students throughout the University's worldwide network. Resources include print and electronic books, journal articles, online databases, DVDs and streaming video, CDs and streaming music, datasets, and other specialized information. Services include providing materials at no cost and research help for basic questions to in-depth exploration of resources. The gateway to all of these resources and services is <http://library.webster.edu> (<http://library.webster.edu>). For support navigating the library's resources, see <http://libanswers.webster.edu/> (<http://libanswers.webster.edu/>) for the many ways to contact library staff.

Drops and Withdrawals

Drop and withdrawal policies dictate processes for students who wish to unenroll from a course. Students must take proactive steps to unenroll; informing the instructor is not sufficient, nor is failing to attend. In the early days of the term or semester, students may DROP a course with no notation on their student record. After the DROP deadline, students may WITHDRAW from a course; in the case of a WITHDRAW, a grade of W appears on the student record. After the WITHDRAW deadline, students may not unenroll from a course. Policies and a calendar of deadlines for DROP and WITHDRAW are at:

Undergraduate

<http://www.webster.edu/catalog/current/undergraduate-catalog/enrollment.html>
(<http://www.webster.edu/catalog/current/undergraduate-catalog/enrollment.html>)

Graduate

<http://www.webster.edu/catalog/current/graduate-catalog/enrollment.html>
(<http://www.webster.edu/catalog/current/graduate-catalog/enrollment.html>)

Academic Calendar - <http://www.webster.edu/academics/academic-calendar/>
(<http://www.webster.edu/academics/academic-calendar/>)

Current tuition rates, policies, and procedures, including details of pro-rated tuition refunds, are available in the “Tuition, Fees, and Refunds” section of Webster’s Academic Catalogs:

Undergraduate

<http://www.webster.edu/catalog/current/undergraduate-catalog/tuition.html>
(<http://www.webster.edu/catalog/current/undergraduate-catalog/tuition.html>)

Graduate

<http://www.webster.edu/catalog/current/graduate-catalog/tuition.html> (<http://www.webster.edu/catalog/current/graduate-catalog/tuition.html>)

Student Handbook and Other Important Policies

Student handbook and other non-academic policies may apply to you and may impact your experience in this class. Such policies include the student code of conduct, privacy, technology and communications, and more. Please review the handbook each year and be aware of policies that apply to you. The handbook is available at:

<http://www.webster.edu/student-handbook/> (<http://www.webster.edu/student-handbook/>)

Sexual Assault, Harassment, and Other Sexual Offenses

Webster University makes every effort to educate the community to prevent sexual assault, harassment, and other sexual offenses from occurring, and is committed to providing support to those affected when this behavior does occur. To access information and resources or to review the Policy on Sexual Assault, Harassment, and Other Sexual Offenses, visit:

<http://www.webster.edu/sexual-misconduct/> (<http://www.webster.edu/sexual-misconduct/>)

Research on Human Subjects

The Webster University Institutional Review Committee (IRB) is responsible for the review of all research on human subjects. The IRB process applies to all Webster University faculty, staff, and students and must be completed prior to any contact with human subjects. For more information on the IRB, visit:

<http://www.webster.edu/irb/index.html> (<http://www.webster.edu/irb/index.html>)

Course Evaluations

At the end of this course, you will have the opportunity to provide feedback about your experience. Your input is extremely valuable to the university, your instructor, and the department that offers this course. Please provide your honest and thoughtful evaluation, as it helps the university to provide the best experience possible for all of its students.

Important Technology Information

Connections Accounts

Webster University provides all students, faculty, and staff with a University email account through Connections. Students are expected to activate their Connections account and regularly check incoming University email. Students may choose to have their University email forwarded to an alternate email address. Connections account holders can call the Help Desk (314-246-5995 or toll free at 1-866-435-7270) for assistance with this setup. Instructions are also provided on the Information Technology website at:

<http://www.webster.edu/technology/service-desk/> (<http://www.webster.edu/technology/service-desk/>)

WorldClassRoom

WorldClassRoom is Webster’s Learning Content Management System (LMS). Your instructor may use WorldClassRoom to deliver important information, to hold class activities, to communicate grades and feedback, and more. WorldClassRoom is available using your Connections ID at:

<https://worldclassroom.webster.edu/> (<https://worldclassroom.webster.edu/>)

Webster Alerts

Webster Alerts is the University's preferred emergency mass notification service, available free to current students, faculty and staff at all US campuses. By registering a valid cell phone number and email address, you will receive urgent campus text, voice mail and email communications. Valuable information concerning a range of incidents affecting you - from weather-related campus closures, class delays and cancellations, to more serious or life-threatening events - are immediately and simultaneously delivered through multiple communication channels. To register for Webster Alerts, visit:

<http://www.webster.edu/technology/services/webster-alerts/> (<http://www.webster.edu/technology/services/webster-alerts/>)

Campus Information
