MGMT 431 Organizational Design and Theory
Department of Management
Southern Illinois University

Dr. John M. Pearson
618-453-7802 (office)
Monday and Wednesday – 8:30 a.m. to 11:30 a.m.
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Course Overview: In the past, managers aimed for success in a relatively stable and predictable world. In the turbulent environment of the 21st century, however, organizations are confronting an accelerating rate of change. They face constant innovation in information technology and a chaotic world of changing markets and consumer lifestyles. This course is intended to help you develop a better understanding of how to manage this turbulent environment.


Class Attendance and Preparation Policy: Attendance will be taken! You will be allowed 4 unexcused absences. Each additional absence will cost you 2% of the total points available in the class. It is also expected that you will show up on time (2:00 p.m.).

Class preparation is strongly suggested. The instructor reserves the right to cancel any class when the majority of the students are unprepared or attendance falls below 66% of class enrollment. Course requirements will not be reduced to compensate for such cancellations.

Grade Appeals Policy. It is the students' responsibility to keep all graded materials that have been returned. The instructor's grades will assumed to be accurate unless you can show otherwise. Any student wishing to appeal a grade must submit a WRITTEN appeal indicating the specific section the student is requesting a regrade of and a short explanation (rationale) of why the student feels they deserve a different grade. Verbal grade appeals will not be accepted.

Course Schedule (Tentative)

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>January 13</td>
<td>Introduction / Policies</td>
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<tr>
<td>January 20</td>
<td>No Class</td>
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<tr>
<td>February 10</td>
<td>Test #1</td>
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<tr>
<td>March 5</td>
<td>Test #2</td>
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<tr>
<td>March 10 and 12</td>
<td>No Class (Spring Break)</td>
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<tr>
<td>April 14</td>
<td>Test #3</td>
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<tr>
<td>May 8</td>
<td>Final Exam (12:50 – 2:50)</td>
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Grading:

- Exams (4 @ 100 points each)  400
- Homework (7 @ 20 points each)  140
- Quizzes (13 @ 10 points each)  130
- Article summaries (3 @ 10 points each)  30
- Participation (general discussion)  25
- Total  725

Class Participation (Attendance is NOT participation): Students are expected to do the assigned readings before class and to participate actively in class discussions. At times, the instructor will randomly call upon students to answer questions, to invoke opinions, and for expressions of agreement/disagreement. Without prior preparation and participation, the classroom experience can be unsatisfactory for all concerned.

General Remarks

- Communication between students and the instructor should be by email (jpearson@business.siu.edu) or during office hours.
- Any practices of academic dishonesty will be dealt with strongly. Please comply with the SIU regulations on this matter. Any submissions that have been directly copied from past reports, internet web sites, i.e., plagiarism, will be considered cases of academic dishonesty. Cases of academic dishonesty could range from a grade of “0” in the assignment, a grade of “F” in the course, and/or university disciplinary action.
- Cell phones must be turned off and put away before class starts.

Emergency Procedures: Southern Illinois University Carbondale is committed to providing a safe and healthy environment for study and work. Because some health and safety circumstances are beyond our control, we ask that you become familiar with the SIUC Emergency Response Plan and Building Emergency Response Team (BERT) program. Emergency response information is available on posters in buildings on campus, available on the BERT’s website at www.bert.siu.edu, Department of Public Safety’s website www.dps.siu.edu (disaster drop down) and in the Emergency Response Guidelines pamphlet. Know how to respond to each type of emergency.

Instructors will provide guidance and direction to students in the classroom in the event of an emergency affecting your location. It is important that you follow these instructions and stay with your instructor during an evacuation or sheltering emergency. The Building Emergency Response Team will provide assistance to your instructor in evacuating the building or sheltering within the facility.

http://pvcaa.siu.edu/_common/documents/Syllabus_Attachment.pdf