

**Organizational Theory and Behavior**  
**MLS 5315**  
**March 24, 2025 – May 16, 2025**  
**Mallory Driggers, Ph.D.**  
**[Mcdriggers@utep.edu](mailto:Mcdriggers@utep.edu) (preferred contact method)**

**Office Hours: I am available by email 24/7.** I am happy to complete individual video conferencing/appointments with students via Blackboard Connect or Microsoft Teams, or whatever software is available to students based on their location. Please contact me over email to schedule.

**If needed: UTEP Tech Support Helpdesk**

**Course Description**

The primary goal of MLS 5315: Organizational Theory and Behavior is to provide you with background and research in the field of Organizational Behavior with a focus on leadership development. This course is guided by the following principles: understanding an evidence based management approach to organizational behavior, developing critical thinking skills while assessing and discussing organizational behavior research, and focusing on leadership development in your current field or a field or discipline pursued in the future. This course completes a core requirement for the Masters of Leadership Studies Program at UTEP.

**Course Objectives**

At the end of this course, you will be able to:

- Understand key concepts: evidence-based management, critical thinking, leadership development, trends in organizational behavior;
- Engage in discourse with each other on best practices and research in the field of organizational behavior;
- Assess theories of organizations and determine which theories are most transferrable to current disciplines;
- Discuss research using critical thinking and communication;
- Review and understand case studies in this topic.

**Required Materials**

Required text:

Essentials of Organizational Behavior: An evidence based approach (Second Edition)

By: Terri A. Scandura, Sage Publishing. ISBN: 9781506388465

Book may be purchased at the UTEP Bookstore or at another retailer. (It is important that you purchase the 2<sup>nd</sup> edition. The readings are similar in subsequent editions, however you will not have access to the assignments if you have a different edition as they are imbedded in the chapters.)

**Course Assignments**

This course will include seven (7) Discussion Board posts that each require two (2) comments on classmates' posts. Each Discussion Board + 2 comments is 50 points, totaling maximum 350 discussion board points. Discussion Board posts should be a minimum of 200 words and will be graded based on critical thinking and reasoning skills displayed as well as reference to the assigned textbook readings. Discussion Board posts must be done with plenty of time to spare (good standard is 2 days before due date), as the two comments must be made before the discussion board due date and closure of the board. Help your classmates by posting early, so that there is something to comment on.

While other textbooks may be utilized throughout the course, credit will only be given when posts reference the assigned textbook (Scandura). There are two Lessons Learned in this course. They are papers ranging from 4 – 6 pages, and should follow complete APA style. The only source required is the Scandura text, other sources are welcome if you choose. Each paper is worth 100 points. Date of each discussion board, comment and Lessons Learned are below. Assignments span over a 7 day week. Each assignment is due by midnight on the last listed date. Each Lessons Learned is due by midnight on the last listed date.

### Course Readings

Discussion Board posts and participation in comments will come directly from the assigned course textbook and readings. This course is shorter than the typical semester length, and each week will require a substantial amount of time dedicated to reading in order to complete the textbook during the course. Please keep up with the readings and plan accordingly. Class discussion posts will become available on Monday mornings and will be due the following Sunday by 11:59 pm. Details on the original post and required comments will be shared in each discussion posting for reference.

### Assigned Reading and Posting Schedule:

Date	Readings	Assignment
Week of 03/24-03/30	n/a	Intro Discussion Board (no grade assigned, please complete the first Sunday of class)
Week of 03/31-04/06	Chapters 1-3 *Note this assignment runs concurrent with the above introduction post*	Discussion Board 1, 2 Comments (50 pts)
Week of 04/07-04/13	Chapters 4-5	Discussion Board 2, 2 comments (50 pts)
Week of 04/14-04/20	Chapters 6-7	Discussion Board 3, 2 comments (50 pts)
<b>Application 1: Lessons Learned</b> Describe 3 lessons you have learned from chapters 1-7. Explain why you have chosen these lessons and apply these lessons to your current work/school environment. Length: 4-6 pages Due via Blackboard Assignments Tab: 04/17 ( 100 pts)		
Week of 04/21-04/27	Chapters 8-9	Discussion Board 4, 2 comments (50 pts)
Week of 04/28-05/04	Chapters 10-11	Discussion Board 5, 2 comments (50 pts)
Week of 05/05-05/11	Chapters 12-13	Discussion Board 6, 2 comments (50 pts)

Week of 05/12-05/16 *This week posts are due by Friday instead of Sunday.	Chapters 14-15	Discussion Board 7, 2 comments (50 pts)
<p><b>Application 2: Lessons Learned</b> Describe 3 lessons you did not expect to learn (but did learn!) from this course and/or from chapters 8-15. Explain why you have chosen these lessons and apply these lessons to your current work/school environment. Length: 4-6 pages Due via Blackboard Assignments Tab: 05/14 (100 pts)</p>		

### **Grading Scale:**

500-550 points= A

450-499 points= B

400-449 points= C

350-399 points=D

Less than 350= F

### **Late Work Policy**

Late papers, discussion board posts or comments will not be accepted unless previously discussed in writing with me at [Mcdriggers@utep.edu](mailto:Mcdriggers@utep.edu).

### **Withdrawals and Drops**

I reserve the right to drop students from the course for lack of participation or failure to complete assignments. I should point out, though, that I am not required to drop a student for failure to participate and that it is the student's duty to initiate a course drop if he or she is unable to complete the course as prescribed. Failure to initiate a drop may result in an "F" grade for the course for failure to complete the assigned examinations or other requirements.

### **Accommodations for Individuals with Disabilities Policy**

The University is committed to providing reasonable accommodations and auxiliary services to students, staff, faculty, job applicants, applicants for admissions, and other beneficiaries of University programs, services and activities with documented disabilities in order to provide them with equal opportunities to participate in programs, services, and activities in compliance with sections 503 and 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act (ADA) of 1990 and the Americans with Disabilities Act Amendments Act (ADAAA) of 2008. Reasonable accommodations will be made unless it is determined that doing so would cause undue hardship on the University.

Learn more here: [UTEP Center for Accommodations and Support Services](#)

### **Scholastic Integrity**

Academic dishonesty is prohibited and is considered a violation of the UTEP Handbook of Operating Procedures. It includes, but is not limited to, cheating, plagiarism, and collusion. Cheating may involve copying from or providing information to another student, possessing unauthorized materials during a test, or falsifying research data on laboratory reports. Plagiarism occurs when someone intentionally or knowingly represents the words or ideas of another person's as ones' own. And, collusion involves collaborating with another person to commit any academically dishonest act. Any act of academic dishonesty attempted by a UTEP student is unacceptable and will not be tolerated. Violations will be taken seriously and will be referred to the Dean of Students Office for possible disciplinary action. Students may be suspended or expelled from UTEP for such actions.

Learn more here: [HOOP: Student Conduct and Discipline](#)

### **Netiquette**

It is important to provide information that discusses the use of proper online etiquette, also known as “netiquette.” Here is an article that explores this idea a little more in-depth: [10 Rules of Netiquette for Students](#)

### **Student Resources**

UTEP provides a variety of student services and support. Familiarize yourself with the bookmarks on the right-hand side of the Blackboard student portal (visible before entering into a course) as well as the resources below.

- **UTEP Library:** Access a wide range of resources including online, full-text access to thousands of journals and eBooks plus reference service and librarian assistance for enrolled students.
- **RefWorks:** A bibliographic citation tool; check out the RefWorks tutorial and Fact Sheet and Quick-Start Guide.
- **University Writing Center (UWC):** Submit papers here for assistance with writing style and formatting, ask a tutor for help and explore other writing resources.
- **Math Tutoring Center (MaRCS):** Ask a tutor for help and explore other available math resources.
- **History Tutoring Center (HTC):** Receive assistance with writing history papers, get help from a tutor and explore other history resources.

### **Plagiarism and the Office of Student Conduct and Conflict Resolution**

According to the University of Texas at El Paso's Handbook of Operating Procedures (1.2.2.1) , Scholastic Dishonesty is defined as:

"Any student who commits an act of scholastic dishonesty is subject to discipline. Scholastic dishonesty includes but is not limited to cheating, plagiarism, collusion, the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, any act designed to give unfair advantage to a student or the attempt to commit such acts."

All suspected violations of academic integrity at The University of Texas at El Paso must be reported to the Office of Student Conduct and Conflict Resolution (OSCCR). Please note that the student should be permitted to complete all assignments, sit for tests, and attend classes until the matter has been fully resolved. If the matter is unresolved when final course grades are due, you should record an “Incomplete” for the accused student’s grade.

