Course Title: Seminar in Public Organizational Behavior

Course Number: PSC 6143-801

Course Description: This course introduces the major theories of organization behavior and considers its impact on employees and the climate and culture of the organizations in which they work. Students will reflect on their approaches to the behavioral aspects of management and will learn different techniques of organizational development that have everyday applications.

Class Dates, Location, and Hours:
Dates: September 1-December 31, 2011; Seminar: Dates November 4-6 & 11-13, 2011
Location: Heidelberg, Germany. Classroom is located in Tompkins Barracks (Schwetzingen) Education Center, Bldg. 4236, Rooms 6 and 7.
Hours: Friday 6:00 pm to 9:00 pm and Sat and Sun 8:30 am-4:30 pm
Last day to enroll or drop without penalty: August 2, 2011

Site Director:
Rebecca Hansen. Phone: DSN 370-6687; CIV 06221-768118; DSN Fax (call first) 370-6687; CIV Fax: 06221-768945; E-mail: apeuprograms@ou.edu

Professor Contact Information:
Course Professor: Aimee L. Franklin, Ph.D.
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E-mail Address: alfranklin@ou.edu
Website Address: http://faculty-staff.ou.edu/F/Aimee.L.Franklin-1/
Professor availability: The professor will be available via e-mail to students before and after the class sessions. On-site office hours are half an hour before each class session, or by appointment.

Textbook(s) and Instructional Materials:
Student materials are available at the Follett/AP Bookstore located in the Oklahoma Memorial Union, 900 Asp Ave., Norman, OK. Orders can be placed online at www.oklahomaunion.bkstr.com or by telephone at 866-369-9713 (toll free in the U.S.) or 405-325-5960 (outside the U.S.). E-mail orders may be sent to oklahomaunion@bkstr.com. Representatives are available from 8 a.m. to 6 p.m. CST Monday through Thursday and 8 a.m. to 5 p.m. CST on Friday. Summer hours: 8 a.m. to 4 p.m. CST. Faxed orders may be placed 24 hours a day to 866-223-5607 (toll free in the U.S.) or 405-325-1557 (outside the U.S.).


3. Materials posted on the OU Desire to Learn (D2L) system: Access D2L at http://learn.ou.edu; enter your OU NetID (4+4) and password, and select course to access material. Please contact your local Site Director if you require assistance.

Note: The Follett AP Bookstore is the Advanced Programs contractual textbook provider. Should text changes become necessary after publication of the course syllabus, Advanced Programs will facilitate text returns/refunds only for texts purchased through the Follett/AP Bookstore.

Course Objectives:
1. To acquire an understanding of the development of organizational behavior theories.
2. To become familiar with the dominant theories employed by organizations today.
3. To apply theories to organizational cases.
4. To learn different applications of organizational development techniques.

Assignments, Grading and Due Dates:

Students earn their grade based on high standards of performance. Quality and completeness of written and oral communications is given the greatest weight and comprises the difference between an “A” and a “B.” The professor may allow (but will not require) students to resubmit inadequately written assignments.

In computing the final grades, each student’s grade does not depend in any way on the distribution of others’ grades. Assisting and supporting other students in this course is strongly encouraged, excepting violations of the academic rules and regulations of this university. Scholastic dishonesty is a student discipline issue and will be handled following the University’s Academic Misconduct Code as published in Section 13 of the Faculty Handbook (July, 1995).

Assignment #1: Class Preparation & Participation - Continuous: October 2011

This is an advanced course that assumes a high level of competence and commitment of you as a student. Reading assignments need to be completed prior to the class in which they are due. Written assignments and examinations are to be typed and professionally written. The course content builds from class to class, so it is important that you attend and actively participate in each class session. High quality, active participation by students is important. Be prepared to respectfully question other students, and me, on the content of statements. Offer unusual, but well-considered, perspectives and opinions on current strategic management issues.

Assignment #2: Pre-Class Assignment - Short-Answer Essays – October 30, 2011

Prepare answers to the following questions and upload your responses to the class dropbox on learn.ou.edu. Use the following compressed format: margins = 0.5”, font = 10 point, line space = single, no cover or title pages, references appear immediately after the last paragraph of the document. The total number of pages shall not exceed 10 pages in this compressed format.

Any information taken from any source should be cited, whether or not direct quotes are used. If you are in doubt as to how to cite a source, please talk to me. This is important. Failure to cite sources opens you to a charge of plagiarism. You may use any standard method of citing sources. The method that has become standard in most journals, and that I recommend, is the APA style (www.apa.org) which cites references in the text and uses an alphabetized reference list, rather than footnotes. Footnotes are used only for substantive notes. Using this method, you give the actual page number within the parentheses for a direct quote (Author, 2002:7).
Select one of the sections of the Natemeyer and McMahon book to review. Summarize the theories of each of the authors in the section. Then, prepare a thematic integration using the Section title. For the thematic integration, you can describe the Section title topic in the abstract and talk about the key components that must be considered, drawing on the chapter authors as well as the Robbins book. Compare and contrast what they, as a collective, say about the topic. Where are there similarities? Where are there differences?

In the Greenwald book, he Part II covers the means of cohesion and coordination in organizations. Develop a case analysis from your experience working in your current organization about these functions in this organization. For example, what type of communication do roles use in this organization? How does this help or hinder organizational operations? What did you learn from reading the theories of OB that can improve this function?

Write a review of the Brafman and Beckstrom book, *The Starfish and the Spider*. Prepare a five to eight page book review (longer papers are acceptable, but not necessary). Summarize the main argument or theme of the book, show how the authors develop the theme, and critically analyze the quality of evidence contained in the book. Make sure you include an introductory paragraph which outlines your paper. The paper should not be a summary of the book!!! You are to summarize the main argument or theme of the book only. The bulk of the paper should be critical analysis (discussing the quality of the evidence and argument—Is it believable, Does it make sense, Is it biased in any way, etc.?). Do not give a chapter by chapter summary. Feel free to use the other course books to bolster your arguments.

**Assignment #3: Final Exam – November 13, 2011**

This in-class exam will require the student to demonstrate a working knowledge of the information covered in the readings and the class discussion.

**Assignment #4: Post-Class Assignment – Case Analysis – November 25, 2011**

In class we will review the details of a case study in organization behavior. Using this information, prepare a 5 to 8-page compressed format report of your diagnosis, analysis and recommendations for this situation. You should use all the textbooks from the course as reference for this assignment.

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<thead>
<tr>
<th>Assignment</th>
<th>Due Date</th>
<th>Percent of Grade</th>
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</thead>
<tbody>
<tr>
<td>Class Preparation &amp; Participation</td>
<td>Continuous</td>
<td>0%</td>
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<tr>
<td>Pre-class essays</td>
<td>October 30, 2011</td>
<td>25%</td>
</tr>
<tr>
<td>Final Exam</td>
<td>November 13, 2011</td>
<td>50%</td>
</tr>
<tr>
<td>Post-class essays</td>
<td>November 25, 2011</td>
<td>25%</td>
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Grading: This is a letter-graded course: A, B, C, D, or F.

NOTICE: Failure to meet assignment due dates could result in a grade of I (Incomplete) and may adversely impact Tuition Assistance and/or Financial Aid.
POLICIES AND NOTICES

Attendance/Grade Policy

Attendance and participation in interaction, individual assignments, group exercises, simulations, role playing, etc. are valuable aspects of any course because much of the learning comes from discussions in class with other students. It is expected that you attend all classes and be on time except for excused emergencies.

Excused absences are given for professor mandated activities or legally required activities such as emergencies or military assignments. Unavoidable personal emergencies, including (but not limited to) serious illness; delays in getting to class because of accidents, etc.; deaths and funerals, and hazardous road conditions will be excused.

If you are obtaining financial assistance (TA, STAP, FA, VA, Scholarship, etc.) to pay all or part of your tuition cost, you must follow your funding agency/institution’s policy regarding “I” (Incomplete) grades unless the timeline is longer than what the University policy allows then you must adhere to the University policy.

Students who receive Financial Aid must resolve/complete any “I” (Incomplete) grades by the end of the term or he/she may be placed on “financial aid probation.” If the “I” grade is not resolved/completed by the end of the following term, the student’s Financial Aid may be suspended make the student ineligible for further Financial Aid.

Students are responsible for meeting the guidelines of Tuition Assistance and Veterans Assistance. See the education counselor at your local education center for a complete description of your TA or VA requirements.

Academic Honesty

Honesty is a fundamental precept in all academic activities and … [you] have a special obligation to observe the highest standards of honesty. Academic misconduct in any form is inimical to the purposes and functions of the University and is therefore unacceptable and is rigorously proscribed. Academic misconduct includes:

- cheating (using unauthorized materials, information, or study aids in any academic exercise), plagiarism, falsification of records, unauthorized possession of examinations, intimidation, and any and all other actions that may improperly affect the evaluation of a student’s academic performance or achievement; assisting others in any such act; or attempting to engage in such acts.

All acts of academic misconduct will be reported and adjudicated as prescribed by the student code of the University of Oklahoma. All students should review the “Student’s Guide to Academic Integrity” found at http://www.ou.edu/provost/integrity

Accommodation Statement

The College of Continuing Education [Advanced Programs] is committed to making its activities as accessible as possible. For accommodations on the basis of disability, please contact your OU Site Director.

Course Policies

Advanced Programs policy is to order books in paperback if available. Courses, dates, and professors are subject to change. Please check with your OU Site Director. Students should retain a copy of any assignments that are mailed to the professor for the course.

Copyright

Any and all course materials, syllabus, lessons, lectures, etc. are the property of professor teaching the course and the Board of Regents of the University of Oklahoma and are protected under applicable copyright.

For more information about Advanced Programs, visit our website at: http://www.goou.ou.edu/
INSTRUCTOR VITA

Aimee Franklin, Ph.D.

Education

- 1996 State University of New York at Albany. Received a Doctorate in Philosophy. Specialization in Public Administration with a concentration in Public Management.
- 1991 Arizona State University. Received Master’s Degree in Public Administration. Specialization in the area of Government Management.
- 1983 Moorhead State University. Received Bachelor of Science degree in Business Management in Concentrated minor studies in Psychology.

Current Positions

- Advanced Programs Professor since 1999
- Associate Professor & Director of Programs in Public Administration, University of Oklahoma, Department of Political Science.

Frequently Taught Advanced Programs Courses

- PSC 5143 Managing Public Programs
- PSC 5223 Public Policy Evaluation
- PSC 5143 Program Evaluation
- PSC 5133 Strategic Planning and Performance Measurement
- PSC 5183 Public Budgeting and Finance
- PSC 5363 Public Financial Management

Major Areas of Teaching and Research Interest

- Public Sector Financial Management
- Public Policy Evaluation
- Strategic Planning and Performance Measurement
- Organizational Theory
- Quantitative Research Methods
- Strategic Public Management

Representative Publications and Presentations

- Douglas, James W. and Franklin, Aimee L. “Putting the Brakes on the Rush to Spend Down End of the Year Balances: Carry Forward Money in Oklahoma State Agencies.” Public Budgeting & Finance, 26, 3 (Fall 2006): 46-64.

Major Professional Affiliations

- American Society for Public Administration – National and Oklahoma Chapter
- Association for Budgeting and Financial Management