MGMT 3720.001 – Sustainability Management | Spring 16W 2026

Faculty: Dr. Jae Webb
Phone: 940-369-5713
Email: jae.webb@unt.edu
Office: BLB 399a

Class: Mon & Wed | 09:30 -10:50 | BLB 155
Office Hours: By appointment or on
Mon. 14:30-16:00 & Tue. 13:30-15:00

Course Description

Organizational Behavior (3 credit hours). Individual behavior in formal organizations. Cases, lectures, and experiential exercises in organizational culture, motivation, leadership, dynamics of power, perception and attribution, communication, decision making and performance, and individual differences. Open to business majors.

Course Objectives

Students will engage with the following topics to demonstrate outcomes related to…

Emotional Intelligence
- Analyze how perception and emotional intelligence affect behavior at work.
- Identify connections between the practice of emotional intelligence and workplace productivity.

Leadership
- Identify different styles of leadership in organizations based on management practices.
- Review the uses of different leadership theories in organizational operations.

Motivation
- Analyze the strengths and weakness of different motivational strategies.
- Explore motivational strategy application in situational real-world contexts.

Diversity Management
- Describe how to build effective, accountable, and inclusive organizations.
- Explain the importance of diversity, inclusion, and equity for sustainable development in business.

Organizational Culture
- Evaluate the connections between organizational culture and organizational performance.
- Discuss techniques for building inclusive and equitable organizational cultures.

Required Materials

Organizational Behavior, an open-source educational text published by OpenStax® accessible at: https://openstax.org/details/books/organizational-behavior

Students will need appropriate technology including access to a computer with Internet capability and access to some form of GenAI (such as an LLM of their choice).

Course Access

You can access the course at https://unt.instructure.com. Login using your EUID and Password. Click "MGMT 3720" from the list of courses. Please note that Canvas relies exclusively on electronic technologies for online participation, and technology is not 100% reliable. Students assume ALL responsibility for the operating condition of personal computers and the functionality of individual Internet connections. Please immediately report ALL Canvas problems to the UNT helpdesk at 940.565.2324. Be sure to ask for a ticket number and then email the ticket number to me along with the report from the helpdesk. Without a ticket number, I can't follow up on the technical issue. Technical difficulties are resolved as they appear on a case-by-case basis.

EUID access, passwords, and communication:

Enterprise User Identification Numbers (EUID's) and passwords are required by the University of North Texas to access this course. It is the student's responsibility to maintain a current EUID number and password. You may reset your password at https://ams.unt.edu/acctreq.php.

Students are also expected to regularly check both their university assigned email address and Canvas messaging system while class is in session. Students can be held accountable for communication sent to either of these locations and should only communicate with faculty through these channels, in-person, or by calling the above listed office phone number.

Class Structure

This course is taught in-person, utilizing resources online and through Canvas. It is the student's responsibility to be able to access, and appropriately use, online materials and complete course requirements as assigned in the course schedule provided in the syllabus. Course meets F-1 visa requirements for international students.

Assignments are made available on a scheduled basis throughout the semester. Exams and quizzes will only be accessed in-person using exam security protocols. Assignment dates are published at the beginning of the semester so students may plan ahead. Students are expected to read or review all the assigned materials on time, per the course calendar in the syllabus. Additional material, which may reflect content newly identified as relevant to the course, may be provided. In such instances, students will be given adequate notice and time to review it.

Grading Policy

Students are awarded points on course assignments following faculty review of submitted work using the grading tools found online in Canvas for each assignment. Students may submit work late for partial credit: 25% reduction in the first 24 hours and a 50% reduction thereafter. No late work is accepted after the Wednesday of week fifteen in the semester. This does not apply to work submitted late that has been excused by University Policy.

Assignment	Points
Course Overview & Academic Integrity Quiz	Required
Group Discussion & Writing Exercises (10 @ 15 points) *two dropped*	150
Concept Quizzes (10 @ 10 points) *two dropped*	100
Organizational Management Strategy (1 @ 300 points)	300
Exams (4 @ 100 points)	400
Research Participation	50
Total Points Available for the Course	**1000**

Grades will be based on the points earned during the course according to this scale:

A = 900-1000 points
B = 800-899 points
C = 700-799 points
D = 600-699 points
F = Below 600 points

Major Assignment Descriptions

Group Discussion & Writing Exercises (10 @ 15 points each)

Students will participate in a variety of in-class writing exercises to share meaningful and reflective insights covering questions about course material. These submissions will be responses to prompts that task students to apply textbook material, class dialogue, lecture notes, etc., to business scenarios that students are given. The ten highest scores for the semester will be kept.

Concept Quizzes (10 @ 10 points each)

There will be short quizzes on a weekly basis that cover concepts from the week's assigned material. These are based largely on recall of definitions for key terms and concepts. These are simple and straight forward exercises meant to promote basic understanding of course topics and promote accountability to staying on track with reading assignments. The ten highest scores for the semester will be kept.

Organizational Strategy Report (1 @ 300 points each)

Students will be put in groups and given a management scenario to strategize. Groups will be presented with a scenario from an organization and tasked to answer questions related to identifying the problem, considering various courses of action, and recommending a strategy for addressing the issue that demonstrates competency of the material covered in class. Instructions and prompts for the assignment will be given out at least four weeks in advance. Point total includes a team agreement and peer evaluation.

Exams (4 @ 100 points)

There will be four exams scheduled during the semester according to the course calendar at the end of the syllabus. The last exam (our final) is not comprehensive. All material covered in class or posted online, assigned textbook readings, and videos are covered on the exams. Exams are not open book or open note; no outside assistance is allowed. Exams will be taken in class unless other arrangements are required by University policy.

Research Participation (SONA)

Part of your grade in the course is earned through participation in research studies conducted by faculty members of the Ryan College of Business. Full information and details can be found posted in the Canvas course site. Students will have a variety of opportunities to participate in diverse research programs.

Course Schedule

Week	Date	Topic	Assignments Due
1	1/12	Introduction to Organizational Behavior	Quiz & Writing Assignment
2	1/19	Groups in an Organizational Environment	Quiz & Writing Assignment
3	1/26	Work Teams and Managing Work Roles	Quiz & Writing Assignment Team Agreement Due
4	2/2	**Exam Review**	Exam #1
5	2/9	Managing Behavior through Learning	Quiz & Writing Assignment
6	2/16	Motivational Theory and Strategies	Quiz & Writing Assignment
7	2/23	Organizational Structure & Culture	Quiz & Writing Assignment
8	3/2	**Exam Review**	Exam #2
9	3/16	Perception and Workplace Attitudes	Quiz & Writing Assignment
10	3/23	Decision-making in Organizations	Quiz & Writing Assignment Org. Strategy Report
11	3/30	Managing Diversity in the Workforce	Quiz & Writing Assignment
12	4/6	**Exam Review**	Exam #3
13	4/13	Leadership	Quiz & Writing Assignment
14	4/20	Power & Organizational Politics	Quiz & Writing Assignment
15	4/27	Conflict Management & Negotiation	Quiz & Writing Assignment
16	5/4	**7:30 AM on Wed. May 6**	Final Exam

Not my call – Registrar sets these times

Course Policies, Procedures, and Requirements

ACADEMIC INTEGRITY

According to UNT Policy 06.003, Student Academic Integrity, (https://policy.unt.edu/policy/06-003) academic dishonesty occurs when students engage in behaviors including, but not limited to cheating, fabrication, facilitating academic dishonesty, forgery, plagiarism, and sabotage. A finding of academic dishonesty may result in a range of academic penalties or sanctions ranging from admonition to expulsion from the University. All violations of the Student Academic Integrity policy will be reported. Usage of cell phones, iPhones, cameras, or any other electronic device is not allowed during a test; nor is talking to other students, soliciting or giving help. Copying, photographing, or disseminating the questions in any form is prohibited. Remember, the exam questions are randomized so you will NOT see the same questions in the same order as your classmates. The course will utilize TurnItIn as a plagiarism checker.

ACCEPTABLE STUDENT BEHAVIOR

Act professionally and respectful at all times. Student behavior that interferes with an instructor's ability to conduct a class, or other students' opportunity to learn, is unacceptable, disruptive, and will not be tolerated in any instructional forum at UNT. Students engaging in unacceptable behavior may be referred to the Dean of Students to review whether the student's conduct violated the Code of Student Conduct. The Code of Student Conduct can be found at https://conduct.unt.edu. Any person who believes that a violation of UNT policy has been committed by a student can go to https://report.unt.edu and report the allegation.

ATTENDANCE

A lot of work goes into each class to make a student's encounter with the course material enriching, informative, and engaging. It is therefore disrespectful to miss class for reasons not outside of the student's control. That being said, college is a place of adult learners. If students elect to pay for a class and not show up, that remains their prerogative in a free society. Though not built into the course grading structure, students who elect not to attend are likely to suffer a grade reduction or miss out on opportunities their peers in class experience. Students should communicate with faculty as soon as possible for anything covered under University Policy 06.039: Student Attendance and Authorized Absences.

COLLEGE EMERGENCY EVACUATION PROCEDURES

Severe Weather: In the event of severe weather, all building occupants should immediately seek shelter in the designated shelter- in-place area in the building. If unable to safely move to the designated shelter-in-place area, seek shelter in a windowless interior room or hallway on the lowest floor of the building. All building occupants should take shelter in rooms 055, 077, 090, and the restrooms on the basement level. In rooms 170, 155, and the restrooms on the first floor. Bomb Threat/Fire: In the event of a bomb threat or fire in the building, all building occupants should immediately evacuate the building using the nearest exit. Once outside, proceed to the designated assembly area. If unable to safely move to the designated assembly area, contact one or more members of your department or unit to let them know you are safe and inform them of your whereabouts. Persons with mobility impairments who are unable to safely exit the building should move to a designated area of refuge and await assistance from emergency responders. All building occupants should immediately evacuate the building and proceed to the south side of Crumley Hall in the grassy area, west of parking lot 24.

COURSE EVALUATIONS

This semester, UNT will administer course evaluations online (the "SPOT" – Student Evaluation of Teaching). The evaluations are used to evaluate faculty performance and provide guidance on what can be improved (also tell us what you like!). These are very important to me as you are the reason I'm here. I truly value your feedback and very much appreciate you taking the time to complete the evaluations which will be administered towards the end of the semester. You will be notified on Canvas and via your UNT email once the evaluations open.

DISABILITY ACCOMMODATION

UNT makes reasonable academic accommodation for students with disabilities. Students seeking accommodation must first register with the Office of Disability Accommodation (ODA) to verify their eligibility. If a disability is verified, the ODA will provide a student with an accommodation letter to be delivered to faculty to begin a private discussion regarding one's specific course needs. Students may request accommodations at any time. However, ODA notices of accommodation should be provided to me within the first week of the semester. Note that students must obtain a new letter of accommodation for every semester. For additional information see the ODA website at http://disability.unt.edu.

DROPPING THE COURSE

If you decide it is necessary to drop the course, please adhere to the Academic Calendar on the Registrar's website: http://www.unt.edu/catalog/. With regards to dropping the course, you will need to go to the following link: https://registrar.unt.edu/registration/dropping-class and click on Request to Drop Class form. If you have questions or need assistance you may go by the Department of Management in the Business Leadership Building – room 207.

EMERGENCY ALERTS

The University of North Texas has an emergency Notification System, Eagle Alert (https://www.unt.edu/eaglealert/), which has the capability of calling or text messaging emergency notices. As a student, you may also register with Eagle Connect Alert to receive notification of any warnings or campus closings that are announced. Instructions for enrollment can be found at my.unt.edu. The University's radio station, KNTU 88.1 FM and website http://www.unt.edu, will provide updated information during an emergency situation.

UNT Study Abroad Trip – GIO

This course comes with a unique opportunity to extend your learning into the summer of 2026 with a 10-day trip to Germany to study the operation and management of German businesses from major international companies to small local startups. This trip is open to all my students in the Fall ’25 and Spring ’26 semesters of MGMT 3720, however, ***there are only 20 spots total and the trip has a history of filling up***. The QR code will take you to the program site for the trip and students are encouraged to review the information and ask questions early. There are scholarships available and students typically average about 40-50% of costs covered by external funding sources.

This course uses a color-coded three-tier system to specify appropriate GenAI use for each assignment. Assignments will be designated as *red*, *yellow*, or *green*, each representing permitted or expected use of GenAI. Assignments will be highlighted the corresponding color in the assignment page in Canvas, which should help eliminate ambiguity about expectations or permissions for each given assignment. Each of the tiers is explained below:

Coded Red

No AI Use Permitted: Assessments at this level measure your core knowledge, skills, and capabilities without external assistance. This ensures students rely solely on their existing knowledge, understanding, and skills.

Student guidance: You may not use AI at any stage of this assignment. You must participate using only the knowledge you have gained from your course materials, textbook, and class notes. The intellectual challenge itself is part of the value of this assignment and it is designed to assess your knowledge, skills, and abilities apart from external supports. Any AI use constitutes academic misconduct and will be investigated under relevant course and university policies.

Coded Yellow

AI Use Permitted as Assistive Tool: GenAI may be used for specific, limited functions but your final work must be entirely your own. You could use GenAI to get ideas, help draft your work, or proofread what you've written, but the intellectual framework, analysis, and synthesis must originate from you.

Student guidance: Your final submission should show how you have developed and refined ideas independently. Document all AI interactions, cite and submit them appropriately. Ask yourself: "Am I using AI to enhance my thinking or replace it?" If AI generates content, you must critically evaluate it, substantially revise it, and make it your own. The default for assessments should be that you use GenAI in an assistive role while making sure that the final submission is still substantially your own work. Inappropriate use—where you cannot defend your work in discussion or where AI fingerprints dominate—will be investigated as academic misconduct. Instances where students rely too heavily on GenAI use they may receive a warning, followed by an educational conversation.

Coded Green

AI Use is Allowed/Required: GenAI will likely have an integral role in the assessment, where students must use AI tools effectively and critically to tackle complex problems, make informed judgments, and generate creative solutions. In some instances, Coded Green assignments may not require GenAI, but may also not prohibit its use.

Student guidance: This involves generating solutions harnessing GenAI and reflecting on limitations of tools used, producing different outputs which can be compared and contrasted, and generating knowledge or content which you then reflect on and apply to your own context. You must document your AI workflow, explain your prompting strategies, critically evaluate why certain AI suggestions were useful or flawed, and demonstrate understanding that transcends what AI produced. The assessment measures your judgment, not the AI's output. You should acknowledge all AI use and submit evidence of your iterative process. This facilitates development of higher-order thinking skills through use of such tools.