

University of North Texas
G. Brint Ryan College of Business
MGMT 3720 – Organizational Behavior
Section 411 – Fall 2026
August 17 – December 11
INET Only

Professor: Marvin Arts Jr., MS
Office: Zoom by Appointment
Email: marvin.arts@unt.edu (or Canvas messenger system)

To communicate, you MUST email me directly at the UNT email above or through Canvas. If you do not use your UNT assigned student e-mail address, your e-mail may not make it to my inbox. I will contact you via your UNT email address, which you are expected to have access to and monitor as a UNT student. See <http://it.unt.edu/eagleconnect> for questions. Please refer to the communication policy for additional information.

OFFICE HOURS: I am available to meet with students Monday, Wednesday, and Thursday between 5:30-7:00. Since this is an online course, I am happy to schedule meetings outside of my normal appointment hours via teleconferencing software (Teams, Zoom, etc.). Please contact me via email to request an appointment. **
*Please include MGMT 3720 in the Subject Line of emails***

Course Overview

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 non-business majors.

Course Objectives: At the conclusion of the course, students who have mastered the material will be able to demonstrate the below outcomes from the following areas:

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 the business world.

Organizational Culture

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

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

Communication Expectations

Assignment and Exam due dates will be clearly stated on the course schedule, under each online category, and within the module system. You can expect returned grades and comments (if any) within seven days. Online communication with other students (if any) is expected to be respectful and bias-free. Please follow the tips expressed in this link. <https://clear.unt.edu/online-communication-tips>.

I will communicate with you using Zoom® where web cameras must be turned on to verify your identity as per FERPA. Email permission must be granted to me if others on your end can overhear our discussion. We will not examine the class grade book, but may discuss your grades via a supplemental spreadsheet.

In addition, we will use Canvas course announcements to deliver messages to your default email account such as EUID@unt.edu, EUID@my.unt.edu, or EUID@students.unt.edu. You can expect a response within 24 hours. It is your responsibility to check your default e-mail account four times weekly. Remember, I do not have administrative access to change your default e-mail account. Only you can make changes. Please consider the following example.

Canvas & Technology

- You can access the course at <https://unt.instructure.com>
- Login using your EUID and Password
- Click “MGMT 3720” from the list of courses

This is an online course where you will utilize Canvas to review and submit assignments. Please note that Canvas relies exclusively on electronic technologies for online participation, and technology is not a 100% reliable. Students assume ALL responsibility for the operating condition of personal computers and the functionality of individual Internet connections. The helpdesk offers support for operating your equipment, but you have to assume responsibility for everything on your end. Students are expected to be able to navigate the Canvas course site to access information and submit assignments.

TECHNICAL ISSUES WITH CANVAS:

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 will be resolved as they appear. The University computer techs can determine exactly what has taken place and will advise me of the outcome (your ISP, our ISP, Canvas, etc.). I will determine how to resolve the technical issue based on their advice, University policy, applicable law, and my experience.

EUID ACCESS AND PASSWORDS:

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>.

CLASS STRUCTURE

This is an online course utilizing online tools and resources through Canvas. It is the student's responsibility to show up and participate, as well as be able to access, and appropriately use, online materials assigned in the course schedule provided in the syllabus.

Students are expected to read all the assigned materials on time, per the course calendar in the syllabus. Lecture notes and other materials posted online are not a substitute for thorough reading of the chapter or assigned materials. Additional material, which may include video segments or articles, may be assigned from time to time. Often, this material will reflect content that is newly identified as relevant to the course and is

therefore not specified on the syllabus. Students are expected to be logged-in to the Canvas website on a weekly basis at minimum to engage with others, complete assignments, and review the posted material. Students are expected to contribute to all class discussions and to ask questions and seek clarification when necessary. This course fulfills the requirements associated with residency for an F-1 visa for international students.

Assignments and Grading

Discussion Boards

Students will make meaningful and reflective weekly posts to the course site in Canvas regarding their experience that week. These posts will be responses to prompts that focus on insights gained from reading the material, class dialogue, or exposure to concepts.

Reading Concept Quizzes

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.

Organizational Case Studies

There will be two organizational case study opportunities throughout the semester according to the course calendar. Students 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 relative to nature of each assignment will be given out at that time. These are group assignments.

Exams

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 are not given in advance and all exams require the use of Respondus Lockdown Browser with webcam.

Research Participation

As part of your learning experience in this course, you will be required to participate in research studies to gain experience with the research process and learn about methods and scaling techniques.

To fulfil the requirement, you **must** create an account on the **College of Business REP** webpage—unt-cob.sona-systems.com—which allows you to browse and sign up for available studies. **DO NOT** sign up for the SONA in the Psychology Department! Use the **CoB SONA** link provided above.

The amount of credit assigned is based on the length of time the study takes to complete and whether you participate online or in-person in the COB behavioral Lab (BLB 279):

Online Studies

- <15 minute studies = 1 credit
- 15-30 minute studies = 2 credits
- >30 minute studies = 3 credits

In-Person Lab Studies (Behavioral Lab - BLB 279)

- <15 minute studies = 3 credit
- 15-30 minute studies = 4 credits
- >30 minute studies = 5 credits

To fulfill the course requirement, you must earn a total of **5 REP credits** throughout the semester. All credits earned will

The Instructor reserves the right to make changes to this syllabus if needed. Notices will be delivered electronically in advance of changes being made.

be added to your final course grade at the end of the semester. Additional extra credit points may be available at my discretion.

➔ To sign up, please visit unt-cob.sona-systems.com. If you have questions, DO NOT contact me. Instead, contact the SONA managers via email at RCoBRep@unt.edu. Your questions will be addressed promptly, usually within 24 hours.

Please Note:

- 1) Don't wait! Create your account ASAP! Get first access to available studies.
- 2) Assign your credits to the proper course. This course is: _____.
- 3) If you have another course that also requires SONA credits, you must complete those credits separately. On the main SONA account page, you can assign your completed credits to specific courses (of your choice). You have up to December 4th to adjust these credits!
- 4) If you do not want to participate in the posted studies, you can complete a 2-page research article critique for 2 points of REP credit each. To do so, please email RCoBRep@unt.edu and they will assign you an article to critique. Critiques are due on or before December 2nd.

Important Deadlines!

November 27th, 5:00 PM – Last day to participate in SONA for Fall semester. You will have one week from this date to adjust your final credits assigned to particular classes in SONA. On December 10th, final scores will be distributed to instructors and cannot be changed after that point.

Grading:

Assignment	Points
Weekly Insights (10 @ 15 points)	150
Concept Quizzes (10 @ 10 points)	100
Organizational Case Studies (2 @ 150 points)	300
Exams (4 @ 100 points)	400
Research Participation	50
Total Points	1000

Grades are 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

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.

CHOSEN NAMES & PRONOUNS

A chosen name is a name that a person goes by that may or may not match their legal name. If you have a chosen name that is different from your legal name, below is a list of resources for updating your chosen name at UNT.

- [UNT Records](#)
- [UNT ID Card](#)
- [UNT Email Address](#)
- [Legal Name](#)

Pronouns (she/her, they/them, he/him, etc.) are a public way for people to address you or reference you in conversation. You can add your pronouns to your Canvas account so that they follow your name when posting to discussion boards, submitting assignments, etc.

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/>. Please note that Monday, April 7, 2023 is the last day for a student to drop a course. 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.

DUE DATES & ATTENDANCE:

Students will be expected to regularly access the course and participate in class discussions and other assignments. Any missed time from the course should be discussed with me in advance or as soon as possible. University policy states the conditions and remedies for school and personal related absences. These include, but are not limited to University sanctioned activities, illness, civic duty, military service, caregiver leave, and religious observances (to include funerals). To treat everyone equally, verified absences are resolved through the Dean of Students Office. Please inform me of the situation and we can discuss on a case by case basis. If I believe that class participation/attendance is severe enough to interfere with the learning experience I will arrange individual consultation with the student. No late work is accepted outside of reasons governed by University policy.

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.

PROHIBITION OF DISCRIMINATION, HARASSMENT, AND RETALIATION

The University of North Texas (UNT) prohibits discrimination and harassment because of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, disability, genetic information, veteran status, or any other characteristic protected under applicable federal or state law in its application and admission processes; educational programs and activities; employment policies, procedures, and processes; and university facilities. The University takes active measures to prevent such conduct and investigates and takes remedial action when appropriate.

UNT is committed to providing a safe learning environment free of all forms of sexual misconduct, including sexual harassment sexual assault, domestic violence, dating violence, and stalking. UNT's Survivor Advocates can assist a student who has been impacted by violence by filing protective orders, completing crime victim's compensation applications, contacting professors for absences related to an assault, working with housing to facilitate a room change where appropriate, and connecting students to other resources available both on and off campus. The Survivor Advocates can be reached at SurvivorAdvocate@unt.edu or by calling the Dean of Students Office at 940-565- 2648. Additionally, alleged sexual misconduct can be non-confidentially reported to the Title IX Coordinator at oeo@unt.edu or at (940) 565 2759.

RETENTION OF STUDENT RECORDS

Student records pertaining to this course are maintained in a secure location by the instructor of record of the course and are kept for at least one calendar year after course completion. Students are encouraged to review the Public Information Policy and the Family Educational Rights and Privacy Act (FERPA) laws and the University's policy. See UNT Policy 10.10, Records Management and Retention for additional information.

STUDENT BEHAVIOR:

Act professionally and respectfully 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 University policy has been committed by a student can go to <https://report.unt.edu> and report the allegation. Students who have read the syllabus up until this point have found the easter egg. To get extra credit for reading this far, email your professor by the end of the day on December tenth with the subject line 'lucky day' and get ten points added to your final grade.

STUDENT SERVICES & ACADEMIC SUPPORT

Mental Health

UNT provides mental health resources to students to help ensure there are numerous outlets to turn to that wholeheartedly care for and are there for students in need, regardless of the nature of an issue or its severity. Listed below are several resources on campus that can support your academic success and mental well-being:

- [Student Health and Wellness Center \(https://studentaffairs.unt.edu/student-health-and-wellness-center\)](https://studentaffairs.unt.edu/student-health-and-wellness-center)
- [Counseling and Testing Services \(https://studentaffairs.unt.edu/counseling-and-testing-services\)](https://studentaffairs.unt.edu/counseling-and-testing-services)
- [UNT Care Team \(https://studentaffairs.unt.edu/care\)](https://studentaffairs.unt.edu/care)
- [UNT Psychiatric Services \(https://studentaffairs.unt.edu/student-health-and-wellness-center/services/psychiatry\)](https://studentaffairs.unt.edu/student-health-and-wellness-center/services/psychiatry)
- [Individual Counseling \(https://studentaffairs.unt.edu/counseling-and-testing-services/services/individual-counseling\)](https://studentaffairs.unt.edu/counseling-and-testing-services/services/individual-counseling)

Additional Student Support Services

- [Registrar \(https://registrar.unt.edu/registration\)](https://registrar.unt.edu/registration)
- [Financial Aid \(https://financialaid.unt.edu/\)](https://financialaid.unt.edu/)
- [Student Legal Services \(https://studentaffairs.unt.edu/student-legal-services\)](https://studentaffairs.unt.edu/student-legal-services)
- [Career Center \(https://studentaffairs.unt.edu/career-center\)](https://studentaffairs.unt.edu/career-center)
- [Multicultural Center \(https://edo.unt.edu/multicultural-center\)](https://edo.unt.edu/multicultural-center)
- [Counseling and Testing Services \(https://studentaffairs.unt.edu/counseling-and-testing-services\)](https://studentaffairs.unt.edu/counseling-and-testing-services)
- [Pride Alliance \(https://edo.unt.edu/pridealliance\)](https://edo.unt.edu/pridealliance)
- [UNT Food Pantry \(https://deanofstudents.unt.edu/resources/food-pantry\)](https://deanofstudents.unt.edu/resources/food-pantry)

Academic Support Services

- [Academic Resource Center \(https://clear.unt.edu/canvas/student-resources\)](https://clear.unt.edu/canvas/student-resources)
- [Academic Success Center \(https://success.unt.edu/asc\)](https://success.unt.edu/asc)
- [UNT Libraries \(https://library.unt.edu/\)](https://library.unt.edu/)
- [Writing Lab \(http://writingcenter.unt.edu/\)](http://writingcenter.unt.edu/)

Week/Date	Assignments & Reading Due	Module Subject Matter and Content
Week 1	Chapter 1	Introduction to Organizational Behavior and Work
Week 2	Reading Concept Quiz Discussion Board	Organizational Theory
Week 3	Chapter 15 & 16 Reading Concept Quiz Discussion Board	Organizational Culture
Week 4	TEST	
Week 5	Chapter 5 Reading Concept Quiz Discussion Board	Diversity Management: Equity and Inclusion
Week 6	Chapter 2 Reading Concept Quiz Discussion Board	Personalities and Individual Characteristics
Week 7	Chapters 9 & 10 Reading Concept Quiz Discussion Board	Group Dynamics and Team Management
Week 8	TEST	
Week 9	Chapters 3 & 6 Reading Concept Quiz Discussion Board	Decision-Making and Perception
Week 10	Chapters 18 & 6 Reading Concept Quiz Discussion Board Case Study #1	Emotions & Job Attitudes
Week 11	Chapters 7 & 8 Reading Concept Quiz Discussion Board	Motivational Strategies
Week 12	TEST	
Week 13	Chapter 12 Reading Concept Quiz Discussion Board	Leadership
Week 14	Chapter 13 Reading Concept Quiz Discussion Board Case Study #2	Power and Politics
Week 15	Chapter 14 Reading Concept Quiz Discussion Board	Conflict and Negotiation
	FINAL EXAM DUE: December 11, 2026	